

In response to the low numbers reported the prior year, the Title IX Oversight Committee adopted two priorities for the office. The first was to increase outreach and information to try and restore reporting to pre-pandemic levels, and the second was to implement a Restorative Justice-based adaptive resolution model which would allow students who have been harmed the ability to address those who have caused harm outside of the investigative model. The second priority was based on the chilling effect Title IX regulations may have had on the willingness of harmed parties to pursue a formal investigation.

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We have begun to see success related to our Restorative Justice model. Our team is currently recruiting for someone who can lead these efforts, but we have spent the past year integrating the practices and understanding into all stages of the reporting and response process. Of particular note was a successful restorative intervention when, upon completion, the harmed party expressed emotional relief and thankfulness and shared how great working through the experience felt for them. It seems like a promising avenue.

Additionally, EODR coordinated a campus sexual violence climate survey in 2018 called [Chico Speaks](#), which brought visibility and awareness to issues of campus sexual violence and aspects of EODR's work. More than 4,000 students participated in the survey, and the resulting [Chico Speaks Survey Report](#) was published in October 2019. The report included statistics relating to students' experiences with sexual violence; training and perceptions of campus reporting options for sexual violence incident; experiences with potential sexual harassment-type behaviors; experiences with intimate partner violence dynamics; experiences with stalking and/or similar unwanted behaviors; and perceptions, bystander intervention, and community attitudes. As noted in EODR's 2019-20 Title IX Annual Report, the Chico Speaks Survey Report highlighted the importance of the efforts of EODR and campus partners (including Safe Place) "to bring awareness to the community on these matters, to build skills geared toward prevention, and to ensure that the resources available on campus are able to effectively serve those who seek our services."

C. Website

Chico State's EODR has a robust web presence, although we recommend that the EODR website be revised to more prominently reflect its role with respect to responding to reports of sexual and gender-based

harassment and violence, including an overview of supportive measures, care, and an online reporting option. The [EODR](#) and [Title IX](#) websites are replete with information and available resources for students, staff, and faculty, but needs additional content related to care, particularly on the EODR webpage. While the Rights and Options form contains much of the relevant information, this information should also be available on the webpage itself. The website is well maintained and contains up to date [contact information](#) for all staff members within the EODR team.

Among the information linked to the Title IX landing page are CSU resources such as the [CSU Nondiscrimination Policy](#), a [Notice of Non-Discrimination on the Basis of Gender or Sex](#); an information sheet regarding [Myths and Facts about Sexual Misconduct](#); and an information sheet regarding Rights and Options for Victims. Furthermore, the website includes:

- [Title IX resources](#), including campus contact information for relevant offices, community contacts, and sample syllabus language regarding confidentiality and responsible employee reporting
- Information and instructions regarding [Reporting an Incident](#) for students, employees, and third parties
- Information and resources for [respondents](#)
- Information and resources for [pregnant and parenting](#) employees and students
- Information and links to available and required Title IX [training](#) programs and related information
- Information regarding employees' [reporting obligations](#), including a [message from the President](#) on reporting obligations

D. Reporting Options

Reports of prohibited conduct based on protected statuses, including discrimination, harassment, and retaliation may be made to EODR in person or via email or telephone. Contact information for EODR is on the [landing page](#) of the Title IX website and other webpages of the Title IX website. Additionally, there is a specific [Reporting an Incident](#) webpage with information for students, employees, and third parties,⁶ as well as a [Title IX Contacts](#) page listing contact information for all EODR employees.

At the time of our campus visit, there was no online reporting option listed on the EODR website.⁷ The lack of an online reporting tool is a potential barrier to reporting for members of the university community. At the time of this report, we understand that the university has developed an online

⁶ We note that two hyperlinks on this webpage, listed as "Contact the Title IX Office" and "contact Office of the Title IX Coordinator," are currently broken and return an error message when clicked.

⁷ The CSU System publishes an online Complaint Form as Attachment F of the Nondiscrimination Policy.