

available to discuss [a range of topics](#) including relationship services, financial services, health services, workplace services, legal services, and emotional wellbeing services.

VIII. Prevention, Education, Professional Development, Training and Awareness³⁷

Under the Nondiscrimination Policy, the Title IX Coordinator is responsible for “coordinating training, education, and preventive measures,” which may be delegated to a Deputy Title IX Coordinator.³⁸ Even if responsibilities are shared with a Confidential Advocate, the Title IX Coordinator “remains primarily responsible for all campus-based prevention and awareness activities.”³⁹ The Nondiscrimination Policy further provides: Confidential Advocates may serve on campus-based task force committees/teams to provide general advice and consulting, participate in prevention and awareness activities and programs, and play an active role in assisting, coordinating, and collaborating with the Title IX Coordinator in developing and providing campus-wide awareness and outreach activities, possibly including prevention activities.⁴⁰

This level of coordination and oversight is not occurring at Chico State, nor at most universities across the system.

A. Employees

Consistent with California state law, CSU policy requires all CSU employees to complete the online CSU *Sexual Misconduct Prevention Program Training*, also known as *Gender Equity and Title IX*, on an annual basis (for at least 60 minutes). In addition to this annual requirement for all CSU employees, supervisors and non-supervisors are required to participate in CSU's *Discrimination Harassment Prevention Program* every two years (for at least 120 minutes).

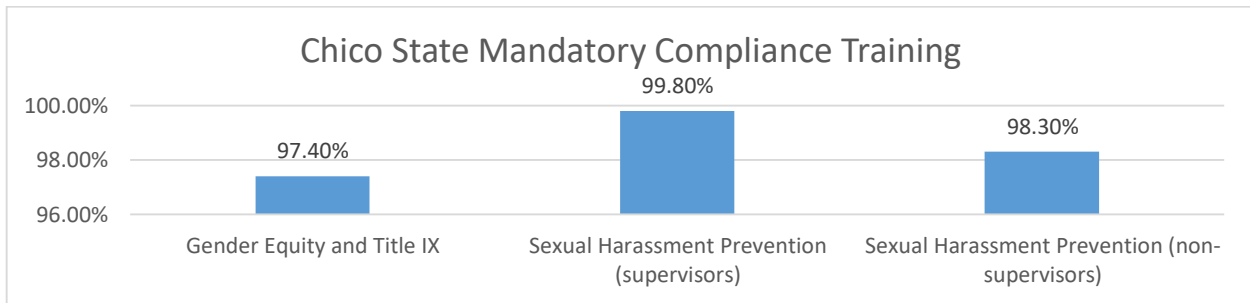
³⁷ The legal and regulatory framework, which sets forth requirements under federal and state law, is outlined in Section VII.B.2. of the Systemwide Report, Legal Framework re: Prevention and Education.

³⁸ See Attachment B: Campus Title IX Coordinators Role and Responsibilities.

³⁹ See Attachment C: Confidential Sexual Assault Victim's Advocates.

⁴⁰ *Id.* Under Attachment C, all awareness outreach activities must “comply and be consistent with University policies” and the Advocate is required to “partner and collaborate with the Title IX Coordinator to ensure the activities comply with CSU policy and are consistent with campus-based practices.”

The systemwide Learning and Development Office in the Chancellor’s Office hosts these online modules, which are provided by an external vendor, on its systemwide employee learning management system. The Learning and Development Office tracks employee completion of these required programs. The below chart, provided by the Chancellor’s Office, shows the completion percentage for Chico State for the 2022 calendar year, which we note, as the highest among all of the CSU campuses:⁴¹



As it relates to faculty and staff, we observed significant need for in-person, direct engagement with faculty and staff on many issues, including related to discrimination and harassment, the Nondiscrimination Policy, reporting responsibilities, responding to difficult disclosures, conflict resolution, and navigating difficult conversations. Currently, there is no in person training or professional development for employees. While EODR participates in new employee orientation, they do not currently participate in new faculty orientation. This is an important gap to address. We understand that the [Office of Faculty Development](#) is a resource available to faculty to help them be better teachers, scholars, leaders, and colleagues. Programs offered through the Office of Faculty Development include the Faculty Learning Communities, Summer Programs, New Faculty Mentoring Program, Lecturer Mentoring Program, Chico Affordable Learning Solutions, and Quality Learning and Teaching. The website provides additional information on workshops, tools, and resources. The Office of Faculty Development will be a critical partner in expanding available resources for faculty.

⁴¹ These percentages have been validated by each campus. Please note employees designated by their campus as “on leave” were removed from these final percentages.