




Office of the President

Memorandum

Date: March 9, 2017

To: Campus Community

From: 
 Soraya M. Coley, Ph.D.
 President

Subject: Nondiscrimination and Sexual Harassment

Each year the university reiterates its commitment to equal opportunity, affirmative action, and diversity. As a matter of policy, the university prohibits discrimination because of race, color, religious creed, national origin, ancestry, physical disability, mental disability, medical condition, sex, gender identity/gender expression, sexual orientation, marital status, pregnancy, age, genetic information, and military or veteran status.

Our university complies with federal and state laws regarding discrimination and harassment against employees, students, applicants, and third parties. We adhere to the California State University (CSU) system policies embodied in the CSU executive orders, including:

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 ""j wr <ly y y @cncncvg0gf wIGQ IGQ/; 48Q vo n

- Executive Order 1088- Systemwide Guidelines for Affirmative Action Programs in Employment
[j wr <ly y y @cncncvg0gf wIGQ IGQ/32: : Q vo n](http://www.calstate.edu/eo/EO-1088-rev-6-23-15.html)
- Executive Order 1095- Systemwide Sex Discrimination, Sexual Harassment, Sexual Misconduct, Dating and Domestic Violence, and Stalking Policy
<http://www.calstate.edu/eo/EO-1095-rev-6-23-15.html>
- Executive Order 1096- Systemwide Policy Prohibiting Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating and Domestic Violence, and Stalking against Employees and Third Parties and Systemwide Procedure for Addressing Such Complaints by Employees and Third Parties
<http://www.calstate.edu/eo/eo-1096-rev-10-5-16.html>
- Executive Order 1097- Systemwide Policy Prohibiting Discrimination, Harassment and Retaliation Against Students and Systemwide Procedure for Handling Discrimination, Harassment and Retaliation Complaints by Students
<http://www.calstate.edu/eo/eo-1097-rev-10-5-16.html>
- Executive Order 1098- Student Conduct Procedures <http://www.calstate.edu/eo/EO-1098.html>

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Please take the time to read these policies, which include the prohibition of sexual harassment/sexual violence against students, staff, and faculty, enforcing Title IX, and the VAWA/Campus SaVE Act, described in EO 1096 and EO 1097, and the prohibition of discrimination in the Executive Orders referenced above. These policies manifest our commitment to a harassment-free working and learning environment.

Cal Poly Pomona is committed to creating and maintaining a positive learning and working environment. I ask you, as members of the Cal Poly Pomona community, to take responsibility for ensuring that our learning and working environments are free from discriminatory actions and sexual harassment, including sexual assault and sexual violence. Working together, we can achieve our mutual goal of a learning-centered university that demonstrates commitment to excellence in teaching and learning and to valuing the individual contributions of students, faculty, and staff in our diverse community.

The university assigns a high priority to the implementation of nondiscrimination policies, and devotes resources to assure compliance with the letter and spirit of all laws prohibiting discrimination in employment and educational programs. Linda M. Hoos, Chief Diversity Officer, is my designee for leading Cal Poly Pomona's efforts in implementing anti-discrimination policies, providing proactive support, and for receiving and processing discrimination complaints.

Ms. Hoos can be reached directly at (909) 869-2708. For further information regarding the nondiscrimination policies, and training, please contact Ms. Linda Hoos at the Office of Equity, Inclusion, and Compliance (lmhoos@cpp.edu).

Ms. Hoos is also designated as the University Title IX Coordinator to monitor and oversee overall compliance with laws and policies related to nondiscrimination based on sex. Your campus Title IX Coordinator is available to explain and discuss: your right to file a criminal complaint (Sexual Violence and Assault); the university's relevant complaint process, and your right to receive assistance with that process, including the investigation process; how confidentiality is handled; available resources, both on and off campus; and other related matters. The University Title IX Coordinator is as follows:

Linda M. Hoos
Chief Diversity Officer, Assistant Vice President, Office of Equity, Inclusion, and Compliance
(Title IX Coordinator)
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Email: lmhoos@cpp.edu
<http://www.cpp.edu/~title-ix>