




Office of the President

Memorandum

Date: November 14, 2018

To: Campus Community

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

Subject: Nondiscrimination and Sexual Harassment

Each year, the university reiterates its commitment to inclusivity and equal opportunity.

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:

"É"Gzgewkxg'Qtf gt"1111/***** Vj g'EUWDqctf "qh"Vtwuggu'Rqrle { "qp'F kucdkrk { "Uwr r qt v'cpf Ceeqo o qf cvkqpu
"<http://www.calstate.edu/eo/EO-1111.html> (Supercedes EO 926 Effective 5-23-18)

- Executive Order 1088- Systemwide Guidelines for Affirmative Action Programs in Employment
<http://www.calstate.edu/eo/EO-1088.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-rev-6-23-15.html>

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Please take the time to read these important policies, which include the prohibition of discrimination based on a protected status and the prohibition of sexual harassment/sexual misconduct against students, staff, and faculty, in accordance with Title IX and the VAWA/Campus SaVE Act. These policies manifest our commitment to making sure all individuals in our campus community are treated with dignity and respect.

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. Susan Hua, Interim Assistant Vice President for Institutional Equity and Compliance, is my designee for leading Cal Poly Pomona's efforts in implementing anti-discrimination and anti-harassment policies, providing proactive support, and for receiving and processing discrimination and harassment complaints.

Ms. Hua is also designated as the University Title IX Coordinator to monitor and oversee compliance with CSU policies related to nondiscrimination based on sex, gender identity, gender expression, and sexual orientation. The University Title IX Coordinator is available to explain and discuss your rights and options, including filing a university administrative complaint and/or criminal complaint; information about the university's complaint, investigation and disciplinary process and, how confidentiality is handled; possible accommodations; and support resources, both on and off campus. Ms. Hua's contact information is as follows:

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Title IX Coordinator and DHR Administrator
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<http://www.cpp.edu/~title-ix>