



California State University
SAN MARCOS

OFFICE OF
THE PRESIDENT



Dear campus community,

I write to provide an update to you about where we are on our commitment to review and enhance Title IX here at CSUSM. While the Cozen O'Connor systemwide report is not yet finished, I did not want the academic year to close before sharing our progress.

As you may recall, a campus sexual harassment task force, co-chaired by Dr. Ranjeeta Basu and Dr. Gloria Pindi, met throughout the 2021-22 academic year. They published a [report](#) with recommendations and hosted a campus town hall in November to share their findings.

In addition to our campus task force, I also committed that we would conduct an independent review of our Title IX processes with the firm TNG, which has submitted its [report](#).

As part of its work, TNG reviewed Title IX policies and documents, conducted multiple on-campus interviews and analyzed recent highly publicized cases, finding that

CSUSM has implemented Title IX policies and practices in accordance with federal law, state law and CSU policies.

This conclusion reflects how much I know our Title IX administrators and staff show their dedication and care to this work every day. At the same time, we always want to continue to grow and improve in this ever-evolving area for the betterment and support of all those touched by Title IX. To that end, TNG has outlined areas where we can align with best practices. Below, based on both our sexual harassment task force report and TNG's recommendations, are areas where we will immediately focus our attention.

Title IX/DHR Office Reorganization

- Create a standalone Title IX coordinator position. Historically, the university has asked our Title IX coordinator and our administrator of Discrimination, Harassment and Retaliation (DHR) to wear many hats with an expansive portfolio that goes beyond just Title IX/DHR. As the modern best practice is to have a standalone position responsible for Title IX/DHR, we will begin to recruit for a new, focused position this summer.
- Update the Title IX/DHR Office organizational structure. We will realign duties and responsibilities among Title IX/DHR Office staff to assure that the areas of intake, outtake, prevention education, investigation and resolution and care are optimized. Additional staff will be added as needed.
- Create a clearer identity of the Title IX/DHR Office and its services. To clarify its role on our campus, we will rename the Title IX/DHR Office and launch an awareness campaign about its services and resources.

Title IX Education and Training

- Add Title IX training, education and professional development. We will offer additional professional development opportunities for our employees and students centered on sexual harassment and misconduct, including prevention education, reporting, process, what the range of outcomes can be, and what is public information versus confidential information. For our deans and senior MPPs, a mandatory training session will be scheduled for this summer.
- Refine our Title IX website and web presence. TNG noted that our Title IX website stands as an example of best practice nationally. At the same time, we will review imagery with an equity lens, add content that specifically addresses how the Title IX/DHR Office supports employees, and publish additional statistics and data in addition to the annual report.

Title IX Communication

- Intentionally and consistently communicate throughout the Title IX process. The Title IX/DHR Office will ensure that each complainant and respondent is assigned a consistent point of contact for their entire process so that individuals can indicate their preferences around communication and know who to reach out to if they have questions. In addition, the office will ensure that it is providing concise, caring and trauma-informed information about the process, the expected timeline and reasons for any delays.
- Communicate with individuals who make referrals to the Title IX/DHR Office. While the requirement for confidentiality does not allow the Title IX/DHR Office to provide specific details, the Title IX/DHR Office will communicate with third-party reporters (including mandatory reporters) to confirm that Title IX/DHR staff have

contacted the referred student and provided general information about next steps.

Supportive Measures for All Parties

- *Offer robust and individualized supportive measures throughout the Title IX process.* While our Title IX/DHR Office provides individually designed supportive measures at point of first contact and beyond, the office will ensure that measures are offered, modified and documented throughout the investigation and adjudication processes to ensure the needs of parties on both sides are supported.

Modernize Documentation Process

- *Modernize Title IX/DHR Office documentation.* The Title IX/DHR Office will expand its use of Maxient, a comprehensive database system where decision points along the Title IX process can be recorded, tracked and queried. A consultant from Maxient is scheduled to work with the Title IX/DHR Office this summer to support their use of the database moving forward.

Again, this is a high-level summary of recommended best practices, and you are welcome to read the full [CSUSM Sexual Harassment Task Force report](#) and the [TNG report](#), which include further detail.

These are the first steps as we await the Cozen O'Connor report, which is expected this summer. This work is just beginning, and additional updates will follow.

My heartfelt thanks to everyone who has shared their stories, voiced their ideas and engaged in these three independent reviews. I also want to thank our hardworking and caring Title IX/DHR staff who put so much heart into their work every day.

These efforts represent an evolution of Title IX not only on our campus but across higher education. Thank you for the role you are playing in cultivating a safe, respectful and survivor-centered campus environment.

Sincerely,

Ellen Neufeldt