



California State University
SAN MARCOS

Dear campus community,

At CSUSM, protecting the rights and safety of every student and employee has always been and remains our unwavering commitment. I'm writing today to update you on two important items: progress on our CSUSM Title IX and Discrimination, Harassment and Retaliation (DHR) Implementation Plan and recent revisions to the CSU Nondiscrimination Policy.

Progress on CSUSM's Title IX and DHR Enhancements

We are proud to share excellent progress on our [Title IX and DHR Implementation Plan](#), developed after campuswide and systemwide audits:

- **Staffing:** Key roles have been filled to strengthen service coverage, and we are recruiting a prevention and education coordinator.
- **Leadership:** The Title IX/DHR Office now reports to three division leaders to enhance collaboration and ensure impartiality.
- **Processes:** New process maps, checklists and communication templates ensure timely, clear and caring support for all parties.
- **Training:** Our team regularly trains with the CSU Civil Rights Division and reviews cases to stay aligned with best practices.
- **Enhanced protocols:** We have established a protocol to complete cases and ensure that records are up to date, allowing new incidents to be addressed in a timely manner moving forward.
- **Prevention efforts:** We are working with a cross-divisional group to expand awareness, education and prevention efforts, with new initiatives launching soon.

A more detailed description of our progress can be found on [our Title IX and DHR website](#).

[Reporting and Support Options](#)

If you have any questions or need support for any Title IX or DHR issues, please contact the CSUSM Title IX/DHR Office at nondiscrimination@csusm.edu or 760-750-6020.

Information about [how to file a report](#) or receive confidential advocacy and support is available online, or through [Student Health & Counseling Services](#), [CSUSM's Sexual Violence Advocacy and Education](#) or any of the [off-campus advocacy services listed here](#).

Interim CSU Nondiscrimination Policy Update

Following a federal court ruling and new Title IX guidance, the CSU system has updated its [Interim Nondiscrimination Policy](#) effective **March 4, 2025**. These updates ensure that we meet federal requirements while continuing to uphold California laws and our own commitment to a diverse community of students, faculty and staff able to thrive, free from discrimination and harassment.

You can find full details here:

- [Interim CSU Nondiscrimination Policy](#) (which also outlines how complaints will be processed)
- [Student Respondent Procedures](#)
- [Employee and Third-Party Respondent Procedures](#)

I want to emphasize that CSUSM remains steadfast in its commitment to protecting all of our students and employees consistent with our values and California law. Together with the entire CSU system, we will continue to uphold our commitment to the CSU civil rights mission: “To foster and sustain a welcoming and nurturing campus environment where all community members are safe, supported and empowered.”

Sincerely,

Sarah Clegg

(she/her/hers)

Interim Assistant Vice President

Title IX Coordinator and Discrimination, Harassment and Retaliation (DHR) Administrator
