

Cal State East Bay Notice of Nondiscrimination 2024-25

Cal State East Bay is committed to maintaining an inclusive and equitable community that values diversity and fosters mutual respect. We embrace our community differences in Age, Disability (physical and mental), Gender (or sex) including Pregnancy or related conditions, Sex Stereotypes, Sex Characteristics, Gender Identity (including nonbinary and transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color, caste, or ancestry), Religion (or religious creed), Sexual Orientation, Veteran or Military Status. All Students and Employees have the right to participate fully in University programs, activities, admissions, athletics, and employment free from Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation. The University prohibits Discrimination, Harassment, Retaliation, Sexual Harassment, Sexual Misconduct, Dating/Domestic Violence, Sexual Exploitation, and Stalking based on the Protected Statuses outlined above ([CSU Interim Nondiscrimination Policy](#), “Nondiscrimination Policy,” Articles I and II).

Students and Employees have a right to participate in and receive benefits and services from the University that are made available to all East Bay Students or Employees. If you feel your educational or employment rights have been adversely impacted due to potential Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating/Domestic Violence, Sexual Exploitation, and Stalking, you have a right to contact the East Bay Civil Rights Office to file an incident report. The University follows the process outlined in the Nondiscrimination Policy.

Per the Nondiscrimination Policy, East Bay employees, including student employees, are considered "responsible employees" and have a duty to report forward any allegations of Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating and Domestic Violence, and Stalking of which they are made aware to East Bay Civil Rights at civilrights@csueastbay.edu. Civil Rights will provide Parties their legal rights and supportive resources (Nondiscrimination Policy, Article V, Section A). Grade appeals involving potential allegations of Discrimination, Harassment, Retaliation, or Sexual Misconduct will be transferred to Civil Rights for a review prior to undergoing the Grade Appeal process (Nondiscrimination Policy, Article VI, Section D, iv). The [Civil Rights Incident Report Form](#) may be found on the [Civil Rights website](#).

Employees are prohibited from entering a consensual relationship with any Student or Employee over whom they exercise direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority (Nondiscrimination Policy, Article VII, Section A, subsection VIII).

Cal State East Bay complies with the state-mandated Child Abuse Reporting Act (CANRA) as outlined in [Executive Order 1083](#). Any Cal State East Bay employee made aware of possible child abuse in the course of their duties as an employee, should immediately report suspected child abuse or neglect to [University Police](#) at 510-885-3791 (24/7 phone number). Child abuse is defined by California Penal Code as physical abuse, sexual assault, sexual exploitation, statutory rape, willful harming or injuring, unlawful corporal punishment (EO 1083, Section IV). University Police is available to offer guidance and consultation if a Cal State East Bay employee has questions regarding a potential CANRA mandated report.

Notice of Non-Discrimination on the Basis of Gender or Sex

Cal State East Bay does not discriminate in its education programs or activities on the basis of gender, which includes sex and gender identity or expression, sexual orientation, and pregnancy or related conditions.

Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination

on the basis of gender or sex in employment, as well as in all education programs and activities operated by the University (both on and off campus), including admissions. The protection against discrimination on the basis of gender or sexual orientation includes sexual harassment, sexual misconduct, sexual exploitation, dating/domestic violence, and stalking.

Any person may request a modification for pregnancy or related condition. Modifications may include reasonable break time for employees for lactation and a clean, private lactation space for students and employees. An online request form can be found [here](#). Pregnancy or related conditions is defined at [Article V.B.21](#).

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to have experienced the conduct that could constitute sex discrimination or sexual harassment), by filing an [online report](#), by reporting in-person, by mail, by telephone, or using the contact information listed below for the Title IX Coordinator. Any means that result in the Title IX Coordinator receiving the person's verbal or written report will be accepted. A report may be made at any time, including during non-business hours. The Nondiscrimination Policy provides required steps in the investigation process and grounds for appeal (Nondiscrimination Policy, Article IV).

The following person is designated to handle inquiries regarding the Nondiscrimination Policy:

Terri LaBeaux, Title IX Coordinator
Cal State East Bay Civil Rights Office

Email: terri.labeaux@csueastbay.edu | Phone: (510)885-4918

Location: Student Administration Building 1st floor | 25800 Carlos Bee Blvd Hayward, Ca, CA 94542

Monday - Friday, 8:00AM - 5:00PM

Questions may also be addressed to:

Office for Civil Rights U.S. Department of Education

50 Beale Street, Suite 7200 San Francisco, CA 94105-1813

Telephone: (415) 486-5555 | Fax: (415) 486-5570 | TDD: (800) 877-8339

Email: ocr.sanfrancisco@ed.gov