
Policies On The Rights Of Individuals

NONDISCRIMINATION POLICY

The California State University does not discriminate on the basis of race, color, national origin, sex, physical handicap or sexual orientation in the educational programs or activities it conducts.

Sex

The California State University is committed to providing equal opportunities to men and women CSU students in all campus programs, including intercollegiate athletics. The California State University does not discriminate on the basis of sex in the educational programs or activities it conducts. Title IX of the Education Amendments of 1972, as amended, and the administrative regulations adopted thereunder prohibit discrimination on the basis of sex in education programs and activities operated by California Polytechnic State University, San Luis Obispo. Such programs and activities include admission of students and employment. Inquiries concerning the application of Title IX to programs and activities of California Polytechnic State University, San Luis Obispo may be referred to Sean Banks, University Ombudsman, Office of Campus Student Relations and Judicial Affairs, the campus officer assigned the administrative responsibility of reviewing such matters or to the Regional Director of the Office for Civil Rights, Region 9, 50 U.N. Plaza, Room 239, San Francisco, California 94102.

Disability

The California State University does not discriminate on the basis of disability in admission or access to, or treatment or employment in, its programs and activities. Section 504 of the Rehabilitation Act of 1973, as amended, and the regulations adopted thereunder and the Americans with Disabilities Act prohibit such discrimination. Anna J. McDonald, Director of Human Resources and Employment Equity, has been designated to coordinate the efforts of California Polytechnic State University, San Luis Obispo to comply with these Acts in its implementing regulations. Inquiries concerning compliance may be addressed to her. Where student discrimination occurs, referral may be made to either the Disability Resource Center or the Office of Student Affairs.

Race, Color, National Origin or Disability

The California State University complies with the requirements of Title VI of the Civil Rights Act of 1964 as amended by the Americans with Disabilities Act and the regulations adopted thereunder. No person shall, on the grounds of race, color, national origin, or disability, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program of The California State University. Referrals may be made to the Office of Student Affairs and to the Human Resources and Employment Equity Office.

Age, Marital Status, Religion, or Sexual Orientation

The California State University does not discriminate on the basis of age, marital status, religion, or sexual orientation. Referral may be made to the Office of Student Affairs and to the Human Resources and Employment Equity Office.

SEXUAL HARASSMENT POLICY

Sexual harassment is unwelcomed or unwanted attention of a sexual nature.

Examples include:

- *Unwelcome sexual propositions, invitations, or solicitations;*
- *Unwelcome and inappropriate touching, patting, pinching, or obscene gestures;*
- *Requests for sex in exchange for grades, letters of recommendation, or employment;*
- *Unwelcome verbal expressions of a sexual nature, including graphic sexual comments about a person's body, dress, appearance, or sexual activities;*
- *Consensual sexual relationships where such relationships lead to favoritism of the student or subordinate employee with whom the professor or supervisor is involved;*
- *Threatening demands for sexual favors.*

If you experience sexual harassment, first state that it is *not* welcome and ask the harasser to stop the behavior. If the harassment continues, please report it to a Sexual Harassment Advisor or to the department chair or program manager.

Cal Poly's Policy Prohibiting Sexual Harassment (AB98-2) provides a formal avenue of redress for sexual harassment offenses. Some incidents can be addressed through less formal steps that involve a discussion between the parties.

The policy and procedures are available from a sexual harassment advisor, the Human Resources and Employment Equity Office, and the Office of Women's Programs and Services.

Informal Procedures

Complainant directly, or through an advisor, notifies the harasser to stop the offensive behavior; *or*

Complainant may attempt to resolve complaint with the alleged harasser's supervisor, department head/chair; *or*

Student may bring a complaint directly to the Office of the Vice President for Student Affairs (*Admin Bldg Rm 209*), 756-1521.

Employees should contact the Director of Human Resources and Employment Equity (*Admin Bldg Rm 110*), 756-2236.

Formal Procedures

Students file written charges with the Office of the Vice President for Student Affairs within 120 days of the alleged date of the harassment.

Employees and applicants for employment file written charges with the Director of Human Resources and Employment Equity.

Sexual Harassment Investigators endeavor to complete a review within 35 days and send a preliminary report of findings to the complainant and the respondent, who have 5 days to provide any additional information.

The investigators forward a final report to the President's designee who imposes corrective measures.

Sexual Harassment Advisors

Cal Poly employees serving as Sexual Harassment Advisors help complainants by providing information about sexual harassment. Advisors may assist in mediating a resolution between parties. Advisors are prepared to discuss sexual harassment concerns with any constituent who needs assistance.

GENDER HARASSMENT

Sex discrimination in the form of gender harassment consists primarily of repeated comments, jokes, and innuendoes directed at persons because of their gender or sexual orientation. This behavior typically is not aimed at eliciting sexual cooperation, but, like racial harassment, it contaminates the learning and work environment and has no place at Cal Poly.

Examples of gender harassment include the following:

Disparaging women's intellectual abilities and potential;

Using sexist statements in classroom discussions;

Disparaging the life styles or behaviors of gays or lesbians.

These behaviors in isolation do not constitute *sexual* harassment as defined in AB 93-1. They are prohibited by federal, state, CSU and Cal Poly policies on discrimination.

STATEMENT ON RACISM AND DISCRIMINATION

Cal Poly will not tolerate acts of racism or discrimination of any type. The University is committed to being a community enriched by individual differences, in which diversity is valued and respected and in which all members live and work free from harassment, abuse, mockery, and discrimination.

STATEMENT ON ACADEMIC FREEDOM

Cal Poly recognizes and supports the principle of academic freedom, by which each faculty member has the right to teach, to conduct research, and to publish material relevant to that faculty member's discipline, even when such material is controversial.

The University also guarantees to its faculty the same rights shared by all citizens which include: the right to free expression, the right to assemble, and the right to criticize and seek revision of the institution's regulations.

At the same time, the faculty should recognize an equally binding obligation to perform their academic duties responsibly and to comply with the internal regulations of the University.

Each faculty member is expected to recognize the right of free expression of other members of the university community; intolerance and personal abuse are unacceptable.

Faculty shall not claim to be representing the university unless authorized to do so.

CAMPUS STUDENT RELATIONS AND JUDICIAL AFFAIRS

A university is a place where you can develop intellectually, gain perspective on life and expand your sense of aesthetics and beauty. You should be encouraged to think logically, judge critically and communicate clearly.

To accomplish this, it is important to have candid discussion, intellectual honesty, openness to differing opinions and respect and tolerance for the rights of all individuals and groups. As a student at Cal Poly, you can expect a learning environment free from bias, discrimination, prejudice and harassment. Likewise, as a member of this academic community, it is your responsibility to afford those same rights and privileges to others.

In our society most institutions have some mechanisms to ensure and guarantee individual and group rights. Along with these rights comes corresponding responsibilities. At Cal Poly, the Office of Campus Student Relations and Judicial Affairs is a place where individual and university rights and responsibilities are defined, discussed, and enforced.

Areas such as academic rights and responsibilities, freedom of association, publication and creative expression, community relations—on and off campus, assembly and advocacy, sexual harassment, ethnic discrimination, disability, sexual orientation, sexual assault, privacy and records, academic dishonesty, fairness board, student discipline and other administrative procedures can be addressed through the Office of Campus Student Relations and Judicial Affairs. For more information please see pages 45, 90.

CHEATING AND PLAGIARISM

Cal Poly will not tolerate academic cheating or plagiarism in any form.

Learning to think and work independently is part of the educational process.

Cheating or plagiarism in any form is considered a serious violation of expected student behavior and may result in disciplinary action. All faculty and students are encouraged to review the formal policy on cheating and plagiarism (including definitions, sanctions, and appeal procedures) found in the Campus Administrative Manual, Section 684.

University policy can be summarized simply:

*As a student, you are responsible for your own work
and you are responsible for your actions.*