



California State University, Monterey Bay

100 Campus Center, Seaside, CA 93955-8001

CSUMB'S STATEMENT ON NON-DISCRIMINATION AND HARASSMENT PREVENTION IN EMPLOYMENT AND EDUCATION

California State University, Monterey Bay (CSUMB) is committed to providing equal opportunity to all persons interacting with the University and to provide a welcoming and respectful environment for all.

In compliance with Federal and State anti-discrimination employment laws and California State University system policies, CSUMB shall not discriminate against any employee or applicant for employment by reason of sex, gender, race, color, ancestry, religious creed, national origin, physical or mental disability, medical condition, age, marital status, sexual orientation, or past and present membership of the uniformed services, including applicants to the uniformed services.

Additionally, the University is committed to providing an equal opportunity in the admission, housing, and education, as well as in the programs of extra-curricular life and activities for all students.

CSUMB is committed to creating and maintaining a campus environment where unlawful harassment is not tolerated and where all students, employees, and applicants for admissions or employment shall receive equal consideration and respectful treatment. Unlawful workplace harassment or discrimination decrease work productivity and morale, and undermine the integrity of employment and academic relationships. CSUMB takes allegations of discrimination or harassment seriously and carefully evaluates all complaints received.

Allegations of sexual assault or other related criminal behavior are taken seriously by the University, and should be promptly reported to the University Police Department at Valley Hall Suite E, or at (831) 655-0268 (non-emergency) or 911 (emergency). Complaints may be made anonymously, and retaliation is strictly prohibited.

As representatives of CSUMB, all supervisory and management employees have a responsibility to assist the University in meeting its commitment to non-discrimination and harassment prevention, and have the responsibility to report all allegations of discrimination or harassment, even if no complaint has been filed, to Human Resources at Tide Hall, or at (831) 582-3389. Human Resources is a resource to inform employees of their civil rights and responsibilities, to help clarify issues for employees and supervisors, to investigate complaints of alleged discrimination or harassment, and to help develop and/or implement resolutions.

All faculty, supervisory, and management employees should refer immediately any complaint of discrimination or harassment (including complaints of sexual misconduct), against a student or applicant for admission, to the Student Conduct Administrator, in the Student Center, Room 116 or at (831) 582-4597.

All employees should immediately report any information about complaints of discrimination or harassment to Human Resources or the Student Conduct Administrator. Each employee of CSUMB should cooperate fully and honestly in any investigation of alleged discrimination or harassment. Investigations into allegations of discrimination or harassment are very sensitive, and employees should maintain information about student or employee discrimination or harassment complaints in strict confidence.

Questions about discrimination or harassment investigations may be directed to Human Resources at (831) 582-3389.

The University community is encouraged to visit the Human Resources web site at: <http://hr.csumb.edu/equal-opportunity-compliance> for a list of policies that prohibit various types of discrimination, harassment, and other conduct against which all students, employees and persons interacting at CSUMB are protected.