

TITLE IX & CIVIL RIGHTS INFORMATION FOR EMPLOYEES

If you receive information as a Responsible Employee that someone has experienced discrimination, harassment, or retaliation based on a protected status (e.g. age, disability, gender, race or ethnicity, religion), you are required to make a report to the Office for Civil Rights & Title IX. This also includes experiences of sexual harassment, sexual misconduct, sexual exploitation, dating violence, domestic violence, stalking, and pregnancy and parenting discrimination. If you personally experience any conduct of this nature, we also encourage you to contact the Office for Civil Rights & Title IX for resources and assistance.

The Office for Civil Rights & Title IX

Contact the Office for Civil Rights & Title IX to make a report (for yourself, someone you know, or to fulfill your duty as a Responsible Employee), access supportive resources, or if you want to initiate a university investigation. A meeting with the Office for Civil Rights & Title IX will not obligate you to pursue any action; the purpose of the meeting is to ensure you know your rights and options.

Contact Us

The Office for Civil Rights and Title IX
Clark Hall 1st Floor - Room 126
(408) 924-7290
(669) 877-0620 (call/text)
crtitleix@sjsu.edu
sjsu.edu/crtitleix



Responsible Employee Reporting Information

Who Are Responsible Employees?

A responsible employee is **any employee** who is not a designated confidential resource. This also includes Student Employees.

What Should Be Reported?

Any responsible employee who receives information about an incident(s) that may constitute a violation of the Nondiscrimination Policy is **required to share all known information** about the incident(s) with the Office for Civil Rights & Title IX.

How Can I Report?

You can submit a report using the form found on our website, or by reaching out via the provided contact information under "Contact Us."

Can I Report for Myself?

Yes! If you or someone you know has experienced conduct that may violate the Nondiscrimination Policy, you are encouraged to submit a report.

Confidential Resources for Faculty & Staff

The Campus Survivor Advocate*

The confidential Campus Survivor Advocate (CSA) offers individual and group sessions for people impacted by interpersonal violence.

survivoradvocate@sjsu.edu
(408) 924-7300



*The CSA is available in the event that you or someone you know experiences Title IX Prohibited Conduct. The CSA is available for both employees and students

Employee Assistance Program (EAP)

LifeMatters® by Empathia, San José State University's confidential Employee Assistance Program (EAP), is dedicated to employee well-being. From emotional and family counseling to providing geriatric care management, LifeMatters® offers both online and in-person support.



For additional information please scan the QR code.