



HOW SJSU HANDLES REPORTS AND COMPLAINTS INVOLVING DISCRIMINATION AND/OR HARASSMENT BASED ON ANY PROTECTED STATUS OTHER THAN SEX OR GENDER, AND RETALIATION

The applicable protected statuses include: Age, Disability (physical and mental), Genetic Information, Medical Condition, Nationality, Marital Status, Race or Ethnicity (including color, caste, or ancestry), Religion (or religious creed), Veteran or Military Status.

REPORT RECEIVED BY THE OFFICE FOR TITLE IX AND EQUAL OPPORTUNITY

Whether directly from the Complainant or from another individual

THE OFFICE WILL REACH OUT TO THE COMPLAINANT TO...

Explain the Complainant's rights and resolution options; oer supportive measures (e.g., medical treatment, counseling, academic support, housing accommodations, No Contact Order);

Explain the distinction between privacy and confidentiality; Help identify personal support systems;

Inform the Complainant of their right to report, or decline to report to law enforcement; and

Learn the Complainant's preferences on next steps. The Office for Title IX and Equal Opportunity will take all reasonable steps to honor a Complainant's preferences, while also taking into account safety considerations and other critical information.

What do you want to happen next?

I am interested in working with Title IX & Equal Opportunity but I don't think I want an investigation or hearing.

I want to proceed with Title IX & Equal Opportunity's investigative process.

I don't want Title IX & Equal Opportunity to take action. I am simply looking for support and/or to register a concern.

INFORMAL RESOLUTION

Informal resolution is a remedies-based process without an investigation, hearing, or appeal. The outcome focuses on the harm caused to the Complainant and may include agreement by the Respondent to participate in appropriate and reasonable remedies. For more information, refer to the Informal Resolution flowchart

AN INVESTIGATION WILL BEGIN

The Civil Rights Investigator will interview both Parties. Both Parties can have an advisor of their choice present. The Investigator will interview any relevant witnesses identified by the Parties, collect evidence, and write an investigation report. After the parties have an opportunity to respond, the investigator will issue the final report with a determination of responsibility.

NO INVESTIGATION OR RESOLUTION

If the Complainant does not want to pursue any action, no investigation or informal resolution will proceed.*
Supportive resources and measures are still available.

* In cases which suggest an imminent threat to the physical safety of the community, Title IX & Equal Opportunity may pursue further investigation. These rare circumstances may include significant violence, use (or threat of use) of a weapon; repeated allegations against the same individual; multiple individuals participating in the incident; and/or the victim is a minor.

APPEAL

Both Parties have the right to appeal the determination of responsibility and/or sanction on limited grounds.

The Office for Title IX & Equal Opportunity

Clark Hall 1st Floor - Room 126 (408) 924-7290 (8 AM – 5 PM) (669) 877-0620 (call/text) titleixeo@sisu.edu

sjsu.edu/titleixeo



For a confidential discussion on resolution options, you may contact the Campus Survivor Advocate (408) 924-7300 survivoradvocate@sjsu.edu.

In the event of an emergency, call 911 or UPD at (408) 924-2222.

The Title IX and Equal Opportunity Officer can be reached by phone, text, email or in person.