

NOTICE OF NON-DISCRIMINATION BASED ON GENDER/SEX & ALL PROTECTED STATUSES

The California State University, which includes Sacramento State, does not discriminate on the basis of gender, which includes sex and gender identity or expression, or sexual orientation in its education programs or activities.

The California State University and Sacramento State also do not discriminate on the basis of an individual's Protected Status in its education programs or activities. "Protected Status" means Age, Disability (physical or mental), Gender (or sex), Genetic Information, Gender Identity (including transgender), Gender Expression, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color, caste, or ancestry), Religion or Religious Creed, Sexual Orientation, and Veteran or Military Status.

Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination on the basis of gender or sexual orientation 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, gender based dating and domestic violence, and stalking.

Title VI and Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, the Age Discrimination Act of 1975, and other relevant federal and state laws prohibit protected status discrimination, harassment, and retaliation ("DHR") in employment, as well as in all education programs and activities operated by the University (both on and off campus), including admissions.

Any person may report protected status discrimination, harassment, or retaliation (whether or not the person reporting is the person alleged to have experienced the conduct that could constitute protected status discrimination, harassment, or retaliation), online, in-person, by mail, by telephone, or by electronic mail, using the contact information below for the campus Title IX Coordinator/ DHR Administrator or by any other means that results in the Title IX Coordinator/ DHR Administrator receiving the person's verbal or written report.

The following person has been designated to handle inquiries regarding the Nondiscrimination Policy and Protected Status complaints for Sacramento State:

Skip Bishop, J.D.
Executive Director for Equal Opportunity
Title IX Coordinator/DHR Administrator
Del Norte Hall 2005
william.bishop@csus.edu
 916-278-5770

Deputy Title IX Coordinators

<p>Stephanie Cruz Equal Opportunity Associate Director for Equal Opportunity Del Norte Hall 2005 stephanie.cruz@csus.edu 916-278-6648</p>	<p>Britnie Hopkins Senior Complaint Resolution Officer for Equal Opportunity Del Norte Hall 2005 b.hopkins@csus.edu 916-278-2843</p>	<p>Tom Carroll Student Conduct Administrator/Officer Lassen Hall tcarroll@csus.edu 916-278-6595</p>
<p>Shannon Schipper Complaint Resolution Officer for Equal Opportunity Del Norte Hall 2005 shannon.schipper@csus.edu 916-278-2843</p>	<p>Nadine Amber Kelly Executive Director of University Housing Services Riverview Hall n.kelley@csus.edu 916-278-6655</p>	<p>Pamm Zierfuss Hubbard Senior Associate A.D./Diversity, Equity and Inclusion/SWA Athletic Center p.hubbard@csus.edu 916-278-6481</p>

How Do I Report a Concern?

- **Online (Preferred):** [Online Reporting Form](#)
- **In Person:** Del Norte Hall Suite 2005
- **Telephone:** (916) 278-5770
- **Email:** equalopportunity@csus.edu
- **U.S. Mail:** Office for Equal Opportunity, 6000 J. Street, Del Norte Hall Suite 2005, Mail Stop 6139, Sacramento, CA 95819

Report to a State/Federal Agency

Employees may also file a complaint with the California Civil Rights Department (CACRD) or the U.S. Equal Employment Opportunity Commission (EEOC).

- [CACRD Complaints](#)

- [EEOC Complaints](#)

Students may also file a complaint with the U.S. Department of Education:

Office for Civil Rights

San Francisco Office
U.S. Department of Education
50 United Nations Plaza
San Francisco, CA 94102
Telephone: (415) 486-5555
Facsimile: (415) 486-5570
Email: OCR.SanFrancisco@ed.gov

Other Campus Resources

- [CSU Nondiscrimination Policy](#)
- [On/Off-Campus Resources List \(Discrimination, Harassment, Retaliation, Sexual Misconduct, Sexual Exploitation, Dating/Domestic Violence, Stalking, and related Retaliation\)](#)
- **University Police**
Public Safety Building (south end of campus)
Hours: 24/7
police@csus.edu
Non-emergency phone: 916-278-6000
Emergencies: 916-278-6000 or 9-1-1
If you are in the midst of an emergency, please call the police immediately by dialing 9-1-1.