

STATEMENT OF NONDISCRIMINATION AND PROHIBITION OF SEXUAL HARASSMENT

San Diego State University shall maintain and promote a policy of nondiscrimination on the basis of race, religion, color, sex, age, disability, marital status, sexual orientation, gender identity and expression, national origin, pregnancy, medical condition, and covered veteran status. Further, the University's commitment requires that there be no retaliation against an individual who has filed a complaint of discrimination or in some other way opposed discriminatory practices, or participated in an investigation related to such a complaint.

San Diego State University shall be committed to preventing sexual harassment and to promptly addressing violations of this policy. The University shall create and maintain a positive learning and working environment for its students and employees and shall not tolerate sexual harassment. Sexual harassment and its behaviors is prohibited by the University. Sexual harassment is demeaning and degrading and a form of prohibited discrimination on the basis of sex. As an affront to one's dignity, sense of self, and self-esteem, it can negatively impact performance at work or in an academic setting. This policy applies to all persons at the University or attending University sponsored classes, events, and programs. Visitors to the campus and workers employed by private firms engaged in business on the campus shall comply with this policy.

The University's policies incorporate by reference the requirements Titles VI and VII of the Civil Rights Act of 1964 as amended; Title IX of the Educational Act of 1972; the Rehabilitation Act of 1973; the Americans with Disabilities Act; the Vietnam Era Veterans Readjustment Assistance Act of 1974; Equal Pay Act of 1963 as amended; Age Discrimination Acts of 1967 and 1978; and other applicable federal statutes as well as pertinent laws, regulations, and executive directives of the State of California, including regulatory procedures set forth in Title 5 of the California Code of Regulations. Persons covered by these regulations shall be considered members of protected groups.

Any complaints of violations of San Diego State University's policies prohibiting discrimination and harassment should be filed with the Office of Employee Relations and Compliance, Administration Building, Room 228, 619-594-6464. Complaints relating to violations of Title IX can also be filed with the Title IX Coordinator, Jessica Rentto, jrentto@mail.sdsu.edu or 619-594-6017.

For more information regarding these policies, please refer to the University Senate Policy File, <https://newscenter.sdsu.edu/universitysenate/files/00911-2012pf.pdf>.