

Discrimination, Harassment, and Retaliation (DHR)

Resources & Procedures

All Students, Employees (e.g., Faculty and Staff), and third parties, have the right to participate fully in San Jose State University's (SJSU) programs, activities, and employment free from Discrimination, Harassment, and Retaliation (DHR). In the event that you or someone you know experiences DHR based on a Protected Status, reach out to the Office for Equal Opportunity (OEO). Your participation in filing a complaint or in an investigation process overseen by OEO or by the Title IX Office, protects you against Retaliation.

To learn more about SJSU's policies and procedures relating to DHR matters and/or Title IX, scan the QR codes below to visit the OEO's website, as well as, the Title IX Office's website.

Statement of Values

The California State University (CSU) and SJSU are committed to maintaining an inclusive and equitable community that values diversity and fosters mutual respect. We embrace our community differences in Age, Disability (physical and mental), Gender (or sex), Gender Identity (including nonbinary and transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color, caste, or ancestry), Religion (or religious creed), Sexual Orientation, and Veteran or Military Status. CSU Policy as well as applicable state and federal laws prohibit Discrimination, Harassment, and Retaliation on the basis of a Protected Status.

WHO TO CONTACT?

SJSU Office for Equal Opportunity

OEO is available to receive reports and address incidents of Discrimination, Harassment and Retaliation on the basis of Age, Disability, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity, Religion, and Veteran Status. The Title IX Office addresses Sex and Gender based discrimination.

OEO facilitates investigations, resolves DHR complaints, and supports diversity efforts in collaboration with the Office of Diversity Equity and Inclusion. (ODEI)

Julie C. Paisant
 Senior Director, DHR Administrator
 Phone: (408) 924-2250
 Email: Equal-employment@sjsu.edu



Scan for the DHR Website

Scan Me!

The University's Policy

The University's Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation.



Resources

Students: Counseling & Psychological Services (CAPS)

CAPS provides short-term and crisis counseling services to students at SJSU. For more information regarding services, visit sjsu.edu/counseling. To request an appointment, call (408) 924-5910, or email at counseling.services@sjsu.edu.

The Behavioral Intervention Team (BIT)

Assisting Spartans in Distress - BIT works to proactively identify, assess, and offer a coordinated institutional response to SJSU community members whose behavior poses a risk to themselves, others and/or the campus community. Website: sjsu.edu/bit/

Employees: Employee Assistance Program (EAP)

EAP (through LifeMatters by Empathia) provides support from emotional and family counseling to providing geriatric care management. To Speak with someone confidentially, call (800)-367-7474.

SJSU Title IX Office

Please contact the Title IX Office if you have questions, need access to support, or wish to report Sex- and Gender-Based Discrimination, including Sexual Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, or Retaliation.

The Title IX Office can explain and discuss the right to file a criminal complaint (for example, in cases of sexual misconduct); SJSU's internal complaint process, including the investigation process; how privacy is protected; available resources, both on and off campus; and other related matters.

Peter Lim
 Interim Title IX & Gender Equity Officer
 Phone: (408)-924-7290 (8AM – 5PM)
 (669)-877-0620 (after hours, voice/text)
 Email: TitleIX@sjsu.edu



Title IX Website

Additional DHR Reporting Options

You have the right to file a complaint outside the process outlined in the CSU Policy.

US Equal Employment Opportunity Commission (EEOC)
 1-(800)-669-400 or info@eeoc.gov

California Civil Rights Department (formerly known as DFEH)
 1-(800)-884-1684 or contact.center@dfeh.ca.gov

