

Code of Conduct Policy

The National Science Foundation is committed to creating a safe and productive research environment wherever science is conducted, including at NSF-sponsored events such as conferences, workshops, and symposia. The NSF Proposal Award Policy and Procedure Guide (PAPPG) requires those receiving NSF funds for arranging conferences, workshops, and symposia to have a policy that addresses harassment, discrimination, or sexual assault and provides clear methods of reporting violations of this policy.

The following statement complies with these NSF requirements and is SJSU's [Notice of Nondiscrimination](#), in direct accordance with the [CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation](#).

The California State University (CSU) is committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. CSU does not discriminate, and does not tolerate discrimination, on the basis of sex or gender, which includes gender identity (including transgender), gender expression, sexual orientation or sex stereotype in its education programs or activities. Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination on the basis of sex or gender or sexual orientation in employment, as well as in all education programs and activities operated by the university (both on and off campus). The protection against discrimination on the basis of gender or sexual orientation includes sexual harassment, sexual misconduct, and dating and domestic violence and stalking.

SJSU's Title IX and Gender Equity Office

The Title IX and Gender Equity Office (The Title IX Office) is committed to protecting all people, representing all gender identities, from discrimination based on sex and gender, harassment based on sex and gender, sexual harassment, sexual misconduct, sexual exploitation, dating and domestic violence, stalking, and retaliation. In furtherance of this commitment the Title IX Office strives to soften the impact of gender based discrimination and violence by providing students supportive measures so that they might continue on their academic journey as they navigate difficult circumstances.

The Title IX Office:

Clark Hall, First Floor, Room 126
1 Washington Sq. San Jose, CA 95192
Phone: 408-924-7290 (8 AM - 5 PM)
Text: 669-877-0620 (All Hours)

Email: TitleIX@sjsu.edu

For more information on the Title IX Office, please visit us at www.sjsu.edu/titleix/index.php. To report an incident you may also follow this link - [Make a Report](#).

Office of Equal Opportunity:

The Office for Equal Opportunity (OEO) facilitates the university's diversity efforts, investigates and resolves complaints of discrimination, harassment, and retaliation, provides training and consultation, and ensures adherence to compliance requirements.

The OEO addresses incidents of Discrimination, Harassment, and Retaliation on the basis of age (40 or older), disability (physical and mental), genetic information, medical condition, marital status, nationality, race or ethnicity (including color, caste, or ancestry), religion (including religious creed), and veteran or military status.

The OEO Office:

UP North, Administration Building 242
1 Washington Sq. San Jose, CA 95192
Phone: 408-924-2450
Email: equal-employment@sjsu.edu

Julie Paisant, *Senior Director, DHR Administrator*
equal-employment@sjsu.edu
(408) 924-2250

U.S. Department of Education, Office for Civil Rights (OCR):

(800) 421-3481 (main office), or (415) 486-5555 (California office), or (800) 877-8339 (TDD) or ocr@ed.gov (main office) or ocr.sanfrancisco@ed.gov (California office)

If you wish to fill out a complaint form online with the OCR, you may do so using the [OCR Electronic Complaint Form](#).

Confidential vs. Private

The OEO and the Title IX Office are not confidential resources, however they are *private*. This means that information shared with these offices will be shared with a select group of university administrators, and should a report move into a formal investigation procedure, with the witnesses who are part of that investigation. Your information will never be publicly shared by either office.

Responsible Employees

Unless otherwise specified, all employees, including student-employees, have a duty to consult with and refer information to the Title IX Office when they have reason to believe Title IX Prohibited Conduct has occurred, or anytime Title IX Prohibited Conduct is disclosed to them. The following employees do not have a duty to report: Physicians, Psychotherapists, Professional Licensed Counselors, Licensed Clinical Social Workers, and Clergy.

If an employee believes an individual is about to disclose an experience, the employee should remind the individual of their duty to disclose, and offer to connect to a confidential resource.

Confidential Resources

Confidential Resources do not share information. See <https://www.sjsu.edu/titleix/help/resources/index.php>

The Campus Survivor Advocate

Selena Gonzalez
Student Wellness Center, 300B
Phone: 408-924-7300
Email: survivoradvocate@sjsu.edu

Counseling & Psychological Services (CAPS)

Student Wellness Center
Phone: 408-924-5910
Email: counseling.services@sjsu.edu

Employee Assistance Program (EAP)

Phone: 800-367-7474