

# DISCRIMINATION, HARASSMENT AND RETALIATION AT CAL POLY

**Cal Poly wants to know if you have experienced any of the following:**

Discrimination based on any **protected status**.

Harassment based on any **protected status**.

Sexual harassment.\*

Dating violence.\*

Domestic violence.\*

Sexual exploitation.\*

Stalking.\*

Sexual misconduct.\*

Prohibited consensual relationships.\*

Retaliation for exercising your rights under the CSU Nondiscrimination Policy.

*\* Commonly referred to as Title IX concerns.*



**CAL POLY**  
Civil Rights & Compliance



## WHAT IS A PROTECTED STATUS?

The CSU **Nondiscrimination** Policy prohibits discrimination, harassment and retaliation (DHR) toward any employee, student, volunteer or visitor on the basis of the following protected statuses:

- **Age** (40 and above)
- **Disability** (physical or mental)
- **Gender**
- **Gender Identity** (including nonbinary or transgender)
- **Gender Expression**
- **Genetic Information** (including genetic tests, diseases or disorders)
- **Marital Status**, including domestic partnerships
- **Medical Condition** (health impairment related to cancer, genetic characteristic or medically identifiable chromosome)
- **Nationality** (citizenship, country of origin or national origin)
- **Pregnancy or related conditions**
- **Race or Ethnicity** (including color, caste, or ancestry)
- **Religion or Religious Creed** (belief, observance and practice)
- **Sex** (including sex stereotyping or sex characteristics)
- **Sexual Orientation** (including but not limited to heterosexual, gay, lesbian, bisexuality or queer orientations)
- **Veteran or Military Status**.

*For assistance with specific DHR questions or incidents, please contact the Civil Rights and Compliance office.*

Phone: 805-756-6770 • Email: [crco@calpoly.edu](mailto:crco@calpoly.edu)

Website: [crco.calpoly.edu](http://crco.calpoly.edu)

Location: Fisher Science Hall (No. 33), Room 290

# THE ROLE OF THE CIVIL RIGHTS AND COMPLIANCE OFFICE

---

In addition to serving as the Title IX Coordinator, the Director, Civil Rights of the Civil Rights and Compliance office (CRCO) is designated as the DHR Administrator and is the person on campus authorized to receive and coordinate responses to reports of discrimination, harassment and retaliation.

CRCO will respond in a timely and appropriate manner to all complaints and will take appropriate action to correct and prevent continuation of policy violations. CRCO will also discuss the rights, options and supportive measures that are available.

Cal Poly takes DHR matters seriously and is committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. All Students and Employees have the right to participate fully in CSU programs, activities, admission, and employment free from Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking and Retaliation.

Discrimination or harassment based on any protected status is prohibited by university policy and may also violate state or federal law.

## OTHER IMPORTANT CAMPUS RESOURCES

### **Cal Poly Office of Diversity and Inclusion**

Administration Building (No. 1), Room 209  
805-756-2250 • [diversity@calpoly.edu](mailto:diversity@calpoly.edu)

### **Counseling Services** (No. 27)

805-756-2511 • [counseling@calpoly.edu](mailto:counseling@calpoly.edu)

### **Employee Assistance Program**

800-367-7474

### **Campus Health and Wellbeing** (No. 27)

805-756-2511 • [health@calpoly.edu](mailto:health@calpoly.edu)

### **Student Diversity and Belonging**

University Union (No. 65), Room 217

### **Dean of Students**

Hillcrest (No. 81)  
805-756-0327 • [deanofstudents@calpoly.edu](mailto:deanofstudents@calpoly.edu)

### **Students with Dependents**

Hillcrest (No. 81)  
[studentswithdependents@calpoly.edu](mailto:studentswithdependents@calpoly.edu)

### **Dream Center**

Science Building (No. 52), Room E-11  
805-756-6362 • [dreamcenter@calpoly.edu](mailto:dreamcenter@calpoly.edu)

### **Native American and Indigenous Center**

yak?it'ut'u (No 172), Room H1-44  
[naicc@calpoly.edu](mailto:naicc@calpoly.edu)

### **Black Academic Excellence Center**

Science Building (No. 52), Room E23  
805-756-6774 • [baec@calpoly.edu](mailto:baec@calpoly.edu)

### **LatinX Center (La CASA)**

Science Building (No. 52), Room E22  
[latinx@calpoly.edu](mailto:latinx@calpoly.edu)

### **Multicultural Center**

University Union (No. 65), Room 111-F  
805-756-1405 • [mcc@calpoly.edu](mailto:mcc@calpoly.edu)

### **Gender Equity Center**

University Union (No. 65), Room 217  
805-756-2600 • [genderequity@calpoly.edu](mailto:genderequity@calpoly.edu)

### **Pride Center**

University Union (No. 65), Room 209  
805-756-7733 • [pride@calpoly.edu](mailto:pride@calpoly.edu)

### **Disability Resource Center**

Student Services Building (No. 124)  
805-756-1395 • [dcrc@calpoly.edu](mailto:dcrc@calpoly.edu)

### **Center for Military Connected Students**

Building 58, Room 109A  
805-756-6838 • [military@calpoly.edu](mailto:military@calpoly.edu)

### **Men and Masculinities Program**

Science Building (No. 52), Room E-5  
805-756-2277 • [menandmasculinity@calpoly.edu](mailto:menandmasculinity@calpoly.edu)