

# CIVIL RIGHTS AND COMPLIANCE OFFICE

## Respondent Information

### What is a Respondent?

A Respondent is a person who is alleged to have violated the Interim CSU Nondiscrimination Policy. A Respondent may include the CSU, an Employee, a Student, or a Third Party.

### Someone is accusing me of a CSU Nondiscrimination Policy violation. What should I do?

It is upsetting to be the subject of rumors and accusations, and we encourage you to connect with campus resources such as CAPS and the Dean of Students. Please remember that if you are the subject of a Cal Poly investigation, you will receive a Notice of Investigation from our office. Furthermore, if you have experienced discrimination or harassment because of these accusations (including club or class sanctions), please contact our office, as this could be a violation of the CSU Nondiscrimination Policy.

### I have received a Notice of Investigation that names me as a Respondent. What happens next?

You'll be invited to meet with the CRCO staff member assigned to the investigation to discuss your rights as well as the allegations against you. You are welcome to bring an advisor to this or any CRCO meeting. You may also request and receive supportive measures. CRCO will conduct an impartial and thorough investigation into the allegations. The investigator will collect evidence through interviews and documents. All parties can respond to the evidence and present further relevant evidence. At the conclusion of the investigation, the determination (whether a policy violation occurred) will be decided by the investigator or after a live hearing.

### What if I choose not to participate in the investigation?

You will not automatically be found responsible for violating the Nondiscrimination Policy if you do not participate in the investigation or hearing process. . However, being involved in the process allows you to share your side of the story, present evidence, and receive supportive measures.

## RESOURCES FOR RESPONDENTS

### Students

Counseling and Psychological Services (CAPS)

805-756-2511 (available 24/7)

[www.chw.calpoly.edu/counseling](http://www.chw.calpoly.edu/counseling)  
Campus Health Center (Bldg. 27)

### Employees

Employee Assistance Program (EAP)  
Empathia's LifeMatters

### Party Advisor Program (for Students)

Dean of Students Office  
805-756-2472  
[deanofstudents@calpoly.edu](mailto:deanofstudents@calpoly.edu)  
Hillcrest (Bldg. 81)

### Will this investigation be fair to me?

Yes. Per federal and state laws and CSU Policy, the CRCO's Title IX Coordinator will take affirmative steps to ensure that anyone involved in conducting investigations, finding facts, and making disciplinary decisions in a matter will be impartial, neutral, and free from actual conflicts of interest.

### What if I am found responsible for the violation?

Students determined to have violated the Nondiscrimination Policy may face restitution, loss of financial aid, educational and remedial sanctions, denial of access to campus or persons, disciplinary probation, suspension, and/or expulsion. The University may also temporarily or permanently withhold a degree. The possible sanctions for Employees determined to have violated the Nondiscrimination Policy are education, training, counseling, reprimand, unpaid suspension of varying lengths, demotion, and/or termination. The non-prevailing party has the right to appeal the outcome of an investigation.

To learn more, please contact CRCO.  
[crco@calpoly.edu](mailto:crco@calpoly.edu)  
[crco.calpoly.edu](http://crco.calpoly.edu)  
805-756-6770



CAL POLY

