

**Fresno State Title IX/DHR iTeam  
Meeting Notes  
4/29/24**

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**iTeam Attendees:**

Debbie Adishian-Astone  
Bernadette Muscat  
Jamie Pontius Hogan  
D'Aungillique Jackson  
Mindy Kates  
Marylou Mendoza Miller  
Jim Schmidtke

**Guests:**

Ashley Illic, University Branding  
Laura Anson, Title IX Liaison, CSU Chancellor's Office  
Megan Gorrell

**1. Website Review**

Ashley Illic from University Branding discussed changes to the format and reviewed the new combined Office of Compliance and Civil Rights website.

- Feedback was requested from the group to be sent to Ashley by 4/30/2024.
- May 1<sup>st</sup> is the target launch date.

**2. Update- Campus Implementation Plan**

- Laura Anson shared that the e Chancellor will be reviewing every campus plan; they will then work to create a public document for every campus in order to ensure consistency.
- In the meantime, staff are continuing to work on documenting workflow processes, updating communication templates, and coordinating the documentation for referrals to HR or Faculty Affairs for complaints that may be more in the category of "other conduct of concern" as it may not meet the policy requirements for Title IX or DHR.

**3. Overview of new Federal Title IX Regulations**

Jamie Hogan provided brief overview of new regulations.

- CO is working to update the current policy.
- New policy must be updated by August 1, 2024

➤ **Key Changes:**

- Definitions are changed to be more expansive
- Policy simplified, hoping it will be possible to remove one of the process tracks
- Responsible employees need to provide resources about Title IX when learning a student is pregnant.

**4. Conduct of Concern (Library) – Dean Muscat**

Concerns of discrimination against librarians, particularly librarians of color, have been raised, but not reported. How do we ensure that faculty and staff feel comfortable reporting without the fear of retaliation?

- Ideas Discussed:
  - Suggested CO rep
  - University Diversity officer
  - Anonymous reporting line – we do have TipNow
  - Summit?

Empathia may have additional services beyond EAP. Marylou Mendoza-Miller will explore.