

Nature Of Issue	Who Is Raising The Issue?	Who Is The Issue About?	Resource
Discrimination, Harassment, or Related Retaliation Based on a Protected Status ¹ OR Whistle-blower (Improper Governmental Activity) Complaint	Anyone	Anyone	Office for Equal Opportunity 916-278-5770 or equalopportunity@csus.edu https://www.csus.edu/diversity-inclusion/division-inclusive-excellence/office-equal-opportunity/
Sexual Harassment, Sexual Misconduct, Sexual Assault, Sexual Battery, Rape (Including Acquaintance Rape), Domestic/Dating Violence, Stalking	Anyone	Anyone	EMERGENCY Dial 911 or (916) 278-6000 (campus emergency) University Police Department dispatch (non-emergencies) (916) 278-6000 We Care, We Will Help/Title IX Sexual Violence website: https://www.csus.edu/title-ix/ Office for Equal Opportunity 916-278-5770 or equalopportunity@csus.edu Sacramento State Confidential Advocate 916-278-5850 or weave@csus.edu
Non-Discriminatory Bullying, Inappropriate/Unprofessional Behavior, Interpersonal Conflicts	Anyone	Employee	Contact appropriate Supervisor, Manager, or Dean within the office/department/ college. Staff Employee and Labor Relations (916) 278-6169 or elr@csus.edu Office of Faculty Advancement (916) 278-2913 or faculty.advancement@csus.edu
Non-Discriminatory Student Conduct Issues	Anyone	Student	Office of Student Conduct (916) 278-6060 or https://www.csus.edu/student-affairs/student-conduct/report-misconduct.html
Stress, Family Matters, Education or Legal Assistance, Money Management, Substance Abuse & Recovery, etc.	Employees and/or immediate family members	NA	Employee Assistance Program (EAP) (800) 367-7474 or https://www.csus.edu/administration-business-affairs/internal/your-hr/benefits/employee-assistance-program.html
Counseling Services, Nutritional Counseling, Victim Advocacy, etc.	Students	NA	Student Health & Counseling Services (916) 278-6461
Observe Someone Displaying Self-Injurious Behavior or Behavior That Poses a Risk to The Campus Community	Anyone	Anyone	EMERGENCY Dial 911 or (916) 278-6000 (campus emergency) University Police Department dispatch (non-emergencies) (916) 278-6000 Behavioral Intervention Team (BIT) (916) 278-5138

¹ Pursuant to CSU Executive Orders **Protected Status** means race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status.

Complaint against (or about) a student organization	Anyone	Student organization or member of a student organization	Student Organizations & Leadership 916- 278-6595
Amplified Sound Complaint	Anyone	Anyone	Student Organizations & Leadership 916- 278-6595
Free legal advice	Registered Sac State Students	Anyone	Associated Students, INC. (ASI) https://asi.csus.edu/post/legal-aid
Employee Related Reasonable Accommodation	Employee	NA	Human Resources - Benefits Office - email Art Delao at delao@csus.edu https://www.csus.edu/administration-business-affairs/internal/your-hr/benefits/
Student Related Reasonable Accommodation	Students	NA	Services to Students with Disabilities (SSWD) (916) 278-6955
Accessibility Issues (Walkway Obstructions, Defective Elevator/Automatic Door, etc.)	Anyone	N/A	Facilities Services 916-278-6242 Services to Students with Disabilities 916-278-6955 (Students Only)
Classroom Issues (Instructor absent/late, Lack of Office Hours; Failure to Timely Return Assignments, etc.)	Students	Faculty	Contact the appropriate Department Chair and College Dean.
Student Grade Appeal	Student	Faculty	Grade Appeal Procedures https://calstate.policystat.com/policy/7949098/late-st/ https://www.csus.edu/academic-affairs/internal/grade-appeals.html
Religious Observation Policy	Students	N/A	https://www.csus.edu/umannual/acad/fsr00010.htm
Collective Bargaining Agreement Grievance	Represented Employees	Employer	Consult with appropriate Union representative. Staff Employee and Labor Relations (916) 278-6169 Office of Faculty Advancement (916) 278-2913
Desk/Workstation Issues	Employees	N/A	Workplace Ergonomic Evaluation Adell Seibles, Workers' Compensation Manager 916-278-3979
Workers' Compensation Issues	Employees	NA	Adell Seibles, Workers' Compensation Manager 916- 278-3979
Parking Citation Appeals	Anyone	N/A	UTAPS Appeal Process https://www.csus.edu/parking-transportation/citations-payments/appeal-citation.html
Environmental Health & Safety Issues	Anyone	Anyone	Risk Management Services (916) 278-2020 https://www.csus.edu/campus-safety/environmental-health-safety/

Disclaimer: This is an illustrative list of resources available for potential inquiries to the Office for Equal Opportunity by employees or students. This reference list is not intended to be all-inclusive.

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