

PROJECT: Implementation Plan

Milestone description	Category	Assigned to	Progress	Notes
Infrastructure and Resources				
Task 1: Share existing budget line information with the Chancellor's Office	High Risk	AVP Human Resources/ED Counseling	100%	
Task 2: Assess physical infrastructure to see if alternate locations should be considered, to develop a trauma-informed space for the office of IEC.	High Risk	AVP Human Resources	35%	
Task 3: Review staffing needs in IEC, Student Conduct and Ethical Development (SCED), Survivor Advocacy Services (Counseling), Employee Labor and Relations (ELR), and Faculty Affairs and Development (FAD)	On Track	VP- HR/Counseling/FAD/SCE D	100%	
Task 4: Identify additional and ongoing training and professional development needs for Title IX/DHR employees	On Track	Title IX Coordinator	80%	
Task 5: Procure a case management system that will retain and collect consistent case data.	Milestone	Title IX Coordinator	100%	
Task 6: Establish a supervisory model that includes routine supervisory meetings, detailed guidance on effective oversight and accountability, and appropriate review measures.	Milestone	Title IX Coordinator	100%	
Strengthening Internal Protocols				
Task 1: Map Title IX/DHR case resolution process from reporting and intake to investigation and resolution.	Med Risk	Title IX Coordinator	75%	
Task 2: Develop robust intake, outreach, and case management protocols for supportive measures and resources, including identifying a sustainable model to provide Respondent resources.	On Track	Title IX Coordinator	75%	

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Task 3: Strengthen campus collaboration and information-sharing through a multidisciplinary team (MDT) model.	Milestone	AVP-HR	100%	
Task 4: Continue to identify and evaluate barriers to reporting and engagement at the university level	Med Risk	Prevention & Outreach Manager	50%	
Task 5: Ensure the Title IX Coordinator/DHR Administrator remains engaged in any disciplinary processes, including sanctions and appeals, until final.	On Track	Title IX Coordinator	100%	
Task 6: Develop a process to routinely collect post-resolution feedback from the parties and other impacted individuals.	Med Risk	Prevention & Outreach Manager	25%	
Communications				
Task 1: Ensure the distribution of a clear and consistent communication plan each semester.	On Track	Title IX Coordinatory; Prevention & Outreach Manager	100%	
Task 2: Develop an intentional marketing campaign to raise awareness about the role of the Title IX/DHR program, available resources, and resolution options.	On Track	Prevention & Outreach Manager	70%	
Task 3: Improve the IEC website and other public-facing communications.	On Track	Prevention & Outreach Manager	80%	
Task 4: Develop a standing committee of representative student, faculty, and staff ambassadors to support and facilitate institutional efforts to more effectively communicate with campus constituents.	Med Risk	Chief of Staff	10%	
Task 5: Develop an expanded annual report with meaningful information/data.	Med Risk	Title IX Coordinator	50%	
Prevention, Education, etc.				
Task 1: Designate one individual with specific oversight of all university prevention and education planning and programming, preferably a full-time role without other job responsibilities	High Risk	Title IX Coordinator	100%	

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Task 2: Convene a university-wide Prevention and Education Oversight Committee to coordinate and align programming across the university.	Low Risk	Prevention & Outreach Manager	100%	Be Well Yotes
Task 3: Allot sufficient budget lines to ensure consistent, baseline funding for personnel, legally required programming, and technology/learning management systems.	Med Risk	AVP-HR	100%	
Other Conduct of Concern				
Task 1: Develop a statement of conduct that addresses unprofessional conduct, abusive conduct, microaggressions, acts of intolerance, disruptive behavior, free speech and academic freedom, and professionalism.	Med Risk	VP-HR	100%	
Task 2: Reinforce CSU values and expectations about respect, tolerance, and professionalism through in-person engagement and other programming opportunities.	On Track	Prevention & Outreach Manager	100%	
Task 3: Strengthen and expand available competencies regarding conflict resolution, navigating interpersonal conflict, restorative justice, and other forms of remedial responses.	High Risk	ELR Executive Director/Dean of Students/Associate Provost	100%	
Task 4: Create a centralized reporting mechanism that includes the option for online and anonymous reporting	On Track	Title IX Coordinator	100%	
Task 5: Build a triage model/review process to ensure that all reports are assessed by Title IX/DHR and evaluate potential avenues for resolution	Med Risk	Title IX Coordinator	100%	
Task 6: The reporting and resolution processes must ensure a sufficient documentation system to track responsiveness, patterns, and trends.	High Risk	Title IX Coordinator	50%	