**RESOURCES**

**On Campus**

*The SAFE Place*  
Laurene Dominguez  
SSB 208 / mon-fri, 8am-5pm

*SF State Title IX Coordinator* – 338-2916  
Eugene R. Chelberg  
Email: concerns@sfsu.edu  
SSB 403 / mon-fri, 8am-5pm

Counseling & Psychological Serv. 338-2208  
SSB 208 / mon-fri, 8am-7pm

Police Emergency: UPD 911  
(University Police Department)

**Off Campus**

San Francisco Commission 252-2570  
on the Status of Women

Sexual Harassment Hotline  
U.S. Government 556-7000  
Department of Education  
Office of Civil Rights

Equal Employment 744-6500  
Opportunity Commission  
(EEOC)

California Department 557-2005  
Of Employment and Housing  
(DFEH)

ERA (Equal Rights Advocates) 621-0505

Police emergency: 911

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**San Francisco State University Policy**

Sexual Harassment is a form of discrimination. It violates University Policy and is illegal (University Executive Order #95-18), Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972. Individuals who sexually harass others may be subject to suspension or expulsion from the University. SFSU Sexual Harassment Policy can be found online.

**Sexual Harassment Policy and Procedures University Executive Order #95-18**

http://www.sfsu.edu/~hrww/ueo/ueo_95_18.html

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*For support or questions regarding your rights and the process for filing a complaint please contact either of these departments on campus.*
SEXUAL HARASSMENT MAY INCLUDE:
~Unwanted requests or demands for sexual favors
~Rewards for accepting advances
~Punishment for refusing advances
~Comments about your body
~Intrusive questions about your sexual activity, or orientation
~Display of sexually explicit material
~Criminal acts such as harassing phone calls, stalking and any form of sexual assault

What About Flirting?
Flirtation that is desired and consensual is not considered sexual harassment.

If You Are Being Harassed

Don’t ignore it! – If someone makes you uncomfortable, you have the right to do something about it. Trust your inner feelings and take assertive action.

Tell the harasser to stop – Tell the harasser to stop so they understand their behavior bothers you. If you are uncomfortable telling them, you could write a letter discussing their behavior and say how it has harmed you. Often, assertive action is enough to make the behavior stop. If not, YOU ARE BEING HARASSED.

Keep a record of all incidents – Note the time, dates, places, actions, quotes and your responses.

Report all incidents – SFSU has a Title IX Coordinator available to support any individual who has a complaint or who needs information about sexual harassment. To file a complaint, please contact the SFSU Title IX Coordinator at (415) 338-2916.

Get support – No one deserves to be sexually harassed. Seek out someone who understands, such as family, friends, advocates or a professional counselor. Staff at The SAFE Place are here to support you through the process.

SEXUAL HARASSMENT?

Sexual harassment occurs when a student, staff or faculty member interferes with another’s access to education or employment by giving them unwanted sexual attention.

CONSEQUENCES

Inappropriate and disruptive conduct by students is subject to discipline as provided in Sections 41301 through 41304 of Title 5, California Education Code of Regulations. Any student of a campus may be expelled, suspended, placed on probation or given a lesser sanction, depending on the offense.

Harassing conduct by faculty and staff members is unprofessional conduct. Employees are subject to discipline for those actions that exert a harmful effect upon the academic functions of the University, those that adversely affect the teaching process, students, other faculty members, or the proper administration of the University. Sexual Harassment Officers investigate complaints and recommend action to the President of SFSU. Progressive discipline may ensue, including possible loss of employment.

“Formal complaint, reprimand, grievance, or disciplinary procedures are governed by the policies, codes, executive orders, or contracts applicable to the bargaining unit or employment category to which the alleged harasser belongs.”

-- Sexual Harassment Policy and Procedures University Executive Order #95-18

Please note: The University discipline process does not prevent the victim from pursuing criminal charges or civil action against the accused.