

CAL POLY HUMBOLDT

University Senate

Sense of the Senate Resolution on

Strengthening Cal Poly Humboldt's Prevention and Response to Incidents of Sexualized Violence and Other Workplace Harm

XX-20/21-Senate Executive April 19, 2022

WHEREAS: In an article published on April 18, 2022, [USA Today reports](#) that in 2016 Cal Poly Humboldt (then Humboldt State University) fired a Dean after multiple reports of his sexual harassment and sexual assault of female colleagues. Due to an agreement with the administration at Cal Poly Humboldt that Dean was able to exercise faculty retreat rights in a department as a full professor at the maximum salary for his rank, and he continues to teach at Cal Poly Humboldt; and

WHEREAS: Cal Poly Humboldt should aspire toward transparency, shared responsibility for accountability and collaboration to prevent patterns of harm and operate in all ways possible in a survivor-centered manner; and

WHEREAS: Cal Poly Humboldt should recognize that highly educated and well-respected individuals can cause harm to others in the forms of discrimination, bullying, and sexual violence, and those who are harmed face the risks of retaliation and navigate the imbalance of power on the campus community; and

WHEREAS: Cal Poly Humboldt staff, administration, faculty and students deserve the highest levels of consistent leadership in preventing and responding to incidents of sexualized violence and workplace harm; and

WHEREAS: Building on the significant strides it has made in preventing and responding to incidents of sexualized violence, Cal Poly Humboldt should continue to address and respond to historic harm(s) and build new practices of prevention and accountability in the best interests of the administration, staff, faculty and students of the University; now, therefore, be it

RESOLVED: That Human Resources / Academic Personnel Services develop structures to use background checks for faculty, staff and administrative candidates to identify those candidates who have a history of harm; and be it further

RESOLVED: That Human Resources/ Academic Personnel Services include recommended language for all reference checks of prospective employees that asks about history of predation, harm or covering up sexualized violence; and be it further

RESOLVED: That Cal Poly Humboldt identify a consistent and clear pathway for faculty, staff and students to report incidents of harm that can protect anonymity, minimize retaliation and when possible connect people who have been harmed to resources for support; and be it further

RESOLVED: That future appointments of administrators at Cal Poly Humboldt consistently use the contract language indicating that the administrator "can be dismissed if the person has violated campus conduct policies" to ensure universal application; and be it further

RESOLVED: That Cal Poly Humboldt strengthen Title IX resources to help prevent and respond to incidents of retaliation; and be it further

RESOLVED: That Cal Poly Humboldt provides training, support and bridge to resources for students, faculty and staff who are navigating current harm; and be it further

RESOLVED: That this resolution be shared with the Sexual Assault Prevention Committee, Human Resources / Academic Personnel Services, University Police Department, Title IX, and the Office of Administrative Affairs for strategic implementation whenever possible.

Distribute to:

CSU Board of Trustees

CSU Acting Chancellor Relyea

CSU Campus Senate Chairs

Cal Poly Humboldt President Jackson

Interim AVP of Human Resources Curl

AVP for Faculty Affairs Aloisio