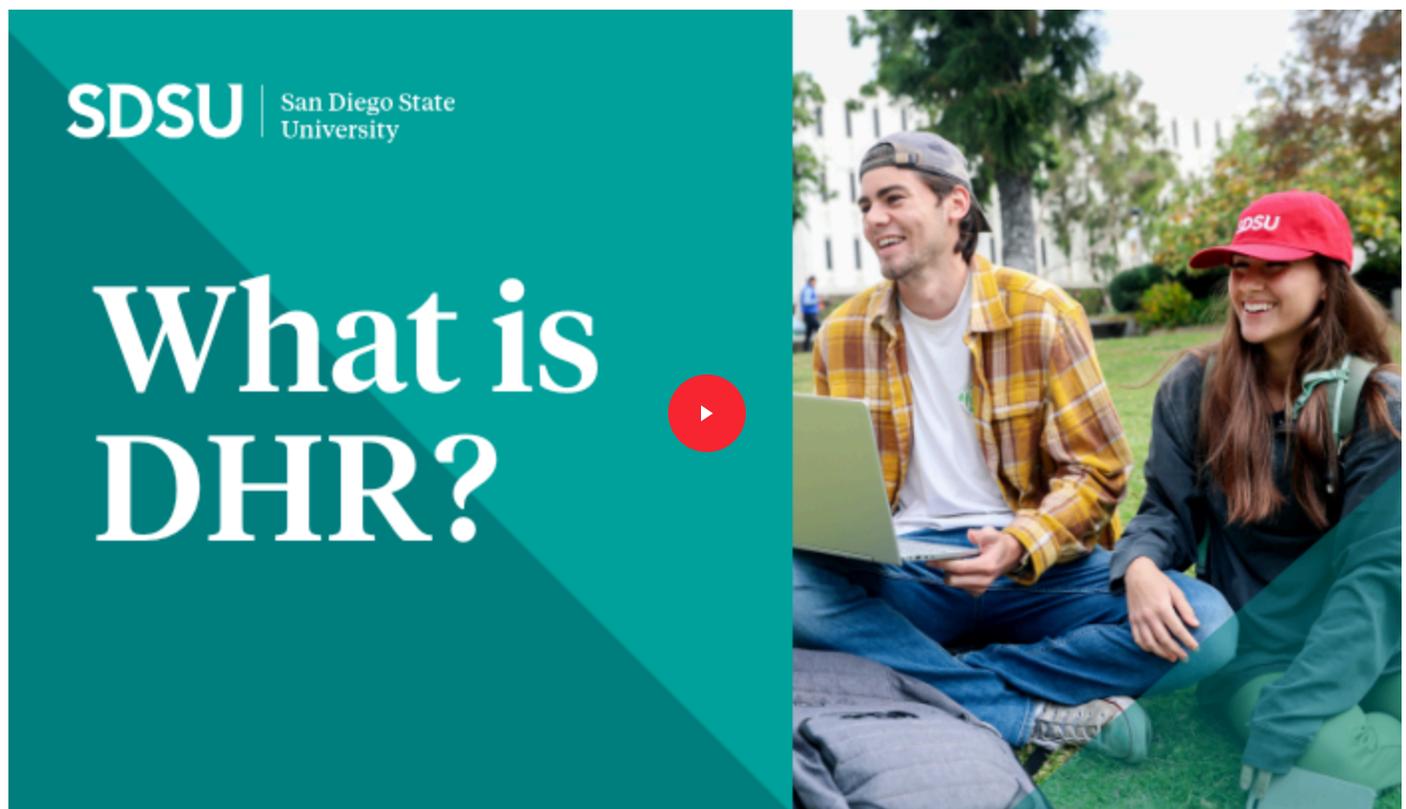


# Discrimination, Harassment, and Retaliation



*What is DHR?*

CPHD is committed to fostering a respectful and inclusive community for all students, staff, and faculty by providing support to those who have experienced discrimination, harassment, or retaliation, as defined by the CSU Nondiscrimination Policy. The Nondiscrimination Policy governs CPHD's processes and procedures, and understand the definitions that we use when addressing concerns.

Safe  
Site Exit



## What is Discrimination?

Discrimination is conduct that causes harm to a Complainant based on their actual or perceived Protected Status within the CSU's educational programs, activities, or employment which results in the denial or limitation of services, benefits, or opportunities. For something to count as discrimination, it has to go beyond just making someone upset—it has to actually limit or deny their ability to take part in university programs and activities, or their job. So, if the behavior affects a student's education or an employee's work or career, it could be considered discrimination.

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## What is Harassment?

Harassment is when someone faces unwelcome behavior verbal, nonverbal, or physical conduct engaged in because of their protected status, and it creates a hostile, intimidating, or offensive environment. For actions to be considered harassment, it must affect areas like their job, academic standing, or access to university services. It could also be harassment if the behavior is severe or widespread enough to make someone feel intimidated or stop them from participating fully in university life. The conduct can be verbal - like making offensive comments, physical - like blocking someone's way, or visual - like displaying inappropriate images. Typically, isolated incidents aren't enough to count as harassment.

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## What is Considered a Protected Status?

- Age
- Disability (physical and mental)
- Gender
- Gender Identity (including Nonbinary or Transgender)
- Gender Expression
- Genetic Information
- Marital Status
- Medical Condition
- Nationality
- Pregnancy or related conditions
- Race or Ethnicity (including color, caste, or ancestry)
- Religion or Religious Creed
- Sex (including Sex Stereotyping or Sex Characteristics)
- Sexual Orientation
- Veteran or Military Status

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## What is Retaliation?

Retaliation may have occurred where someone is threatened, intimidated, or treated unfairly for exercising their rights under the CSU Nondiscrimination Policy. Exercising their rights includes actions like reporting or filing a complaint, being part of an investigation or hearing, or even standing up against behavior they believe violates the policy.

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# Student Support Services

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## Faculty/Staff Support Services

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