

YEAR ONE Report Card

BUILDING THE FOUNDATION.
STABILIZING OUR FUTURE.

FRESNOSTATE

Office of Compliance
and Civil Rights

*We See It. We Take It Seriously.
We Act - Together.*

WHERE WE STARTED: ASSESSMENT POST-CRISIS

- ⚠️ Two portfolios (Title IX & DHR) operating separately with no unified structure
- ⚠️ Backlogs in both areas with no standardized intake or tracking
- ⚠️ No case management system or case management meetings
- ⚠️ Inconsistent processes, documentation, and communication
- ⚠️ Limited staffing and high turnover
- ⚠️ Lack of coordinated emergency protocols and campus response
- ⚠️ Low visibility, trust, and understanding of resources



OUR MANDATE:

Stabilize operations, build infrastructure, create accountability, and restore trust.

YEAR ONE AT A GLANCE: STABILIZATION ACHIEVED



1
**NEW OFFICE
ESTABLISHED**

Office of
Compliance and
Civil Rights (OCCR)
launched



3
**NEW TEAM
MEMBERS HIRED**

Specialized talent
added to build our
core team



1
**CAMPUS
COORDINATED
RESPONSE
TEAM (CCRT)
LAUNCHED**

Cross-functional
collaboration
established



340+
**340+ CASES
PROCESSED**

More than double
the previous year
(+107% increase)
despite being
significantly
short-staffed



1
**STRONG
FOUNDATION
BUILT**

Systems,
processes,
partnerships,
and accountability
in place



With only 2.5 staff members for much of the year, we delivered results through focus, partnership, and an unwavering commitment to our students and employees.

WHAT WE ACCOMPLISHED



OFFICE DEVELOPMENT

- ✓ Established Org Chart Phase I
- ✓ Unified Title IX and DHR under OCCR
- ✓ Integrated intake protocols, case triage model, and compliant workflows
- ✓ Hired 3 specialized team members



STRATEGIC COORDINATION

- ✓ Launched Campus Coordinated Response Teams (CCRT)
- ✓ Established weekly Personnel Tuesday Meetings
- ✓ Created Multi-Disciplinary Team (MDT) for case management and collaboration
- ✓ Launched OCCR Support Hub for transparency



EMERGENCY AND RISK MANAGEMENT

- ✓ Institutionalized emergency removal protocol for students
- ✓ Developed emergency leave protocols for employees
- ✓ Aligned protocols with CSU Nondiscrimination Policy guidance



PREVENTION, CLIMATE AND PROGRAMMING

- ✓ Launched Sexual Assault Response Team (SART) with focus on outreach, education, and prevention
- ✓ Recognized by the CSU Chancellor's Office as a Systemwide Best Practice
- ✓ Established SART as a strategic advisor in collaboration with CARE, MDT, and Title IX



CASE MANAGEMENT

- ✓ Deployed first OCCR case triage model and case log
- ✓ Resolved large backlog of cases
- ✓ Established accountability-driven case management practices



COMPLIANCE AND REPORTING

- ✓ Submitted comprehensive Chancellor's Office report (58,808 metrics, climate data, and Clery-aligned stats)
- ✓ Published inaugural Fresno State Annual Report for transparency in compliance efforts



REFERRAL AND INNOVATION

- ✓ Created formal campus referral process in Maxient
- ✓ Streamlined internal referrals
- ✓ Reduced lost or untracked cases



TRAINING AND PRESENTATIONS

- ✓ Led campus-wide training and presentations:
 - MPP 101
 - Dean Leadership Training
 - New Faculty Orientation
 - Managers Meeting Sessions
- ✓ Appointed to serve on the Fresno State AI Policy, Ethics, and Governance Committee



DATA IMPACT AND CASELOAD GROWTH

164

Cases processed
in FY 2023-2024
Before OCCR Launch

340+

Cases processed
in FY 2024-2025
Under OCCR

+107% INCREASE
in case processing capacity

Stronger systems.
Better coordination.

High-performance
culture. Real impact.



PARTNERSHIPS ACROSS CAMPUS

- ✓ Strengthened collaboration with:
 - ✓ Housing
 - ✓ Campus Police Department
 - ✓ Student Affairs
 - ✓ CARE Team
 - ✓ Academic Affairs
 - ✓ And many more



KEY TAKEAWAYS

- ✓ Stabilized a fragmented program in crisis
- ✓ Built foundational systems and processes
- ✓ Restored accountability, transparency, and trust
- ✓ Established infrastructure for long-term success
- ✓ Created a united office with a shared mission



BY THE NUMBERS

2.5

Avg. Staff
(for majority of
the year)

3

New Team
Members
Hired

340+

Cases
Processed

1

Annual
Report
Published

1

Systemwide
Best Practice
Recognition
for SART



LOOKING AHEAD

Year one was about stabilization. We built the foundation—now we build on that momentum to advance prevention, strengthen operations, and expand our impact across campus.



YEAR ONE: STABILIZED. UNITED. ACCOUNTABLE. READY TO GROW.