

YEAR TWO Report Card

From Stabilization to Implementation..
Building Momentum. Expanding Impact.

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

FRESNOSTATE

Office of Compliance
and Civil Rights

In our second year, we executed our strategic roadmap—strengthening our operations, launching prevention initiatives, expanding outreach, and investing in our team. Our focus: turning plans into action and building a more informed, connected, and safer campus community.

WHERE WE STARTED: OUR YEAR TWO ROADMAP

Last year, we established our strategic roadmap with 10 key goals to guide our growth and strengthen our impact.

This year, we made significant progress—completing most of our priorities and delivering meaningful results for our campus.



YEAR TWO AT A GLANCE: IMPLEMENTATION IN ACTION



2

NEW TEAM MEMBERS HIRED

Deputy Administrator for Investigations
Supportive Measures Coordinator



1

PREVENTION STRATEGY LAUNCHED

OC CR's first comprehensive prevention strategy deployed.



1

PROCESS ADVISOR PROGRAM IMPLEMENTED

Additional support and guidance for participants in OC CR processes.



144K+

SOCIAL MEDIA IMPRESSIONS

Cross-functional collaboration established.



MULTIPLE CERTIFICATIONS EARNED

Strengthening expertise and building a highly trained team.



MAJORITY OF STRATEGIC GOALS COMPLETED

Significant progress made toward all roadmap objectives.

STRATEGIC ROADMAP PROGRESS

Our commitment. Our plan. Our progress.



Launch Culture and Belonging Prevention Team



Strengthen Oversight and Accountability Protocols



Deploy Campus-Wide Prevention Strategy



Launch Support Advisor Pool



Execute Marketing and Communications Strategy



Train Student Leaders and Peer Advocates



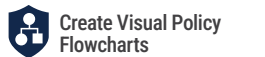
Redesign Website and Social Media Presence



Develop Staff and Leadership Capacity



Restructure Office Staffing and Workflow



Create Visual Policy Flowcharts



COMPLETED IN PROGRESS NOT STARTED

HIGHLIGHTS AND ACCOMPLISHMENTS

- ✓ Launched OC CR's first comprehensive prevention strategy focused on Title IX, discrimination, and harassment prevention.
- ✓ Hosted our first Lunch & Learn in partnership with the Anti-Defamation League (ADL).
- ✓ Secured funding for the Peer Educator Prevention Ambassador Program to support future student-led prevention efforts.
- ✓ Implemented a Process Advisor program to increase access to information and support.
- ✓ Streamlined intake and supportive measures processes for improved responsiveness and consistency.
- ✓ Completed Fall 2025 social media awareness campaign:

144,420+
IMPRESSIONS

711
ENGAGEMENTS

26,659
VIDEO VIEWS

- ✓ Invested in professional development—staff earned multiple ATIXA certifications and attended key conferences.
- ✓ Successfully supported increasing service demands while advancing strategic priorities.
- ✓ Strengthened partnerships across campus to expand outreach and impact.

OUR IMPACT BY THE NUMBERS

INCREASED REPORTS RECEIVED

Growth in reports reflects increased awareness and trust in OC CR resources.

MORE SUPPORTIVE MEASURES PROVIDED

Expanded supports to promote safety, access, and well-being.

PREGNANCY AND PARENTING ACCOMMODATIONS PROCESSED

Supporting students and employees with care and equity..

TRAINING PARTICIPANTS ENGAGED

More members of our community trained on civil rights and prevention.

CONSULTATIONS AND OUTREACH CONTACTS

Growing campus engagement and collaboration across departments.

Detailed data is available in our Annual Report.

STAFF HIGHLIGHTS AND ACCREDITATIONS



Anne Githae

ATIXA Title IX Coordinator (TIXC) Level I Certification
ATIXA Title IX Coordinator (TIXC) Level II Certification



Maxwell Hil

ATIXA Civil Rights Investigator Certification
ATIXA Hearing Decision-Maker Certification
Attended UC Merced Campus Safety Conference



Brenda De La Cruz

ATIXA Intake Specialist Certification



Arien Pauls

Completed the Administrative Academy Certificate Program

Our team's expertise continues to grow—advancing excellence in civil rights compliance, prevention, and response.



WE ARE PROUD OF

- ✓ Launching our first prevention strategy
- ✓ Implementing the Process Advisor program
- ✓ Expanding outreach and education across campus
- ✓ Strengthening operations and streamlining processes
- ✓ Investing in our people and professional development
- ✓ Driving awareness through creative communications



LOOKING AHEAD TO YEAR THREE

We will build on this momentum by launching the Peer Educator Prevention Ambassador Program and the Culture & Belonging Prevention Team, enhancing our prevention efforts, and continuing to strengthen our systems, services, and campus partnerships.

*From Implementation to Impact.
From Progress to Possibility.*



TOGETHER, WE ARE BUILDING

- ✓ A campus where everyone is respected.
- ✓ A culture of belonging and accountability.
- ✓ A safer, more inclusive Fresno State.
- ✓ We See It. We Take It Seriously. We Act—Together.



Two Years Strong. Momentum Building. Impact Growing.