

ANNUAL NOTIFICATION
LA SIERRA UNIVERSITY
TITLE IX OFFICE
RIVERSIDE, CA
951-785-2849

**POLICY PROHIBITING DISCRIMINATION BASED ON SEX OR GENDER, SEXUAL HARASSMENT,
SEXUAL MISCONDUCT IN ANY FORM INCLUDING DATING AND DOMESTIC VIOLENCE, STALKING,
SEXUAL EXPLOITATION AND/OR RETALIATION.**

La Sierra University is committed to maintaining an environment in which all members of our campus community are safe, secure, and free from Discrimination based on Sex or Gender, Sexual Harassment, Sexual Misconduct in any form including Dating/Domestic Violence, Stalking, Sexual Exploitation and/or Retaliation.

Our community expects that all interpersonal relationships and interactions - especially those of an intimate nature - will be grounded upon Christian principles and values, mutual respect, open communication, and clear consent.

When learning of conduct or behavior that may not meet these standards, community members are expected take an active role in upholding this policy and promoting the inherent dignity of all individuals. The University takes these allegations very seriously and will proceed accordingly in case an allegation/s of a violation/s of our policy is/are submitted.

Furthermore, this policy adheres to the University's policy that indicates that:

“All University employees, except confidential resources, must immediately report all known information about suspected prohibited conduct to the Title IX Office. This includes the name of the parties and known details of the conduct. This duty applies no matter how the information is learned; whether from direct report from an affected party, from social media, or from a concerned third party. The purpose of this requirement is to permit the University to take immediate and corrective action to address allegations of prohibited conduct.”

Employees who fail to make a timely report of prohibited conduct may be subject to disciplinary action that may include, but is not limited to, the sanctions listed in the Procedures Section of La Sierra University Title IX policy, up to and including exclusion, expulsion, or dismissal from the University, and termination of employment, including revocation of tenure.

Further, the University encourages students and third parties who have observed or been made aware of sexual misconduct to report the incident to the Title IX Coordinator for investigation.

This policy also adheres to the **Non-Fraternization Policy/Consensual Relationships** included in the La Sierra University policy which states that:

“A consensual/romantic or consensual/sexual relationship between individuals who occupy different levels of authority in the institution automatically and inevitably carries the potential for evolving into a sexual harassment case of very serious implications, either from a subsequent change of attitude by the subordinate partner or from a contemporary complaint from a disadvantaged third party. Relationships of this sort are forbidden in those instances in which the partner with higher status and/or power has explicit or implicit authority over, or the power to reward or punish, the partner with lower status or power. It follows that consensual/romantic or consensual/sexual relationships between faculty members and students, or between administrators or supervisors and staff in an office or program are also forbidden.”

Although allegations that fall under the Non Confraternization Policy/Consensual Relationships are going to be investigated by, and are under the scope of, the Human Resources office, the Title IX policy acknowledges that La Sierra University has a of a Non-Fraternization Policy in place.

If you have any questions about the Title IX policy, you may contact the Title IX Coordinator.

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You may also visit the Title IX office temporarily located at:

11498 Pierce St., Suite AA, Riverside, CA 92505.