



**Wherever your story's starting
point, here –
at Cal Poly Humboldt –
your future is found.**

**Cal Poly
Humboldt.**

Police Lieutenant

University Police

Job #540935

First Review: Tuesday, September 17, 2024

Open Until Filled

At Cal Poly Humboldt, bold hearts and open minds shape the future.

Founded in 1913, Cal Poly Humboldt began as a small college for teachers. Today Humboldt has grown into a comprehensive university with rigorous science and liberal arts programs. Designated a polytechnic in 2022, Cal Poly Humboldt provides hands-on, impactful educational opportunities that lead to meaningful, measurable outcomes for the individual, for the state, and the world.

Cal Poly Humboldt is proud to have nearly 6,000 students of all backgrounds spread across 61 majors, 13 graduate programs, and 4 credential programs – all of whom contribute passion and creativity within their fields and set the stage for a future grounded in equity and sustainability. Hands-on learning, inspired teaching, ground-breaking research, and thought-provoking creative activity happen daily at Humboldt.

Cal Poly Humboldt is a Hispanic-Serving Institution that strives to foster an inclusive and equitable community to support our students of diverse backgrounds. We are committed to achieving the goals of equal opportunity and endeavors to employ faculty and staff of the highest quality committed to working in a multicultural and multiracial community that reflects the diversity of the state.

Finding a better future is a task for the bold and open, the down-to-earth and visionary. Cal Poly Humboldt strives to cultivate these qualities in leaders, innovators, and scholars in every field.

(Job #540935) Administrator II, Police Lieutenant, Salary Range: \$4,812 - \$15,449; Hiring Range: \$9,000 - \$10,500. This is a full-time, benefited, exempt, 12-month pay plan permanent position in the University Police Department. *This position is an Administrator II in the California State University Management Personnel Plan (MPP). Under this plan, incumbents are subject to normal management reviews and serve at the pleasure of the University President. Additional information can be found at:* <http://www.calstate.edu/HRAAdm/policies/mpp.shtml>. This position comes with a premium benefits package that includes outstanding vacation, medical, dental, and vision plans, life insurance, voluntary pre-tax health and dependent care reimbursement accounts, a fee waiver education program, membership in the California Public Employees Retirement System (PERS), and 14 paid holidays per year. Additional benefits information can be found at <https://hraps.humboldt.edu/employee-benefits>.

Position Summary: To serve as Second-In-Command of the University Police Department; primary day-to-day responsibility is as Operations Commander, leading, directing, and managing UPD's 24/7 sworn patrol/investigation operations, dispatch/statistical operations, and property/evidence/equipment functions. The Lieutenant may be called upon to perform other management and/or executive duties, including assuming the Chief's responsibilities when the Chief is unavailable. After several years of successful service as Operations Commander, the Lieutenant may be asked to rotate some duties with the Chief, and assume significant responsibility for the Chief's assignments.

Key Responsibilities:

Performance of Management/Executive Duties

- a) Assume the Chief's responsibilities when the Chief is unavailable.

- b) As Operations Commander, lead, direct, and manage UPD's 24/7 sworn patrol/investigation operations (four sergeants and six officers), 9-1-1 PSAP/dispatch/statistical operations (four dispatchers), and property/evidence/equipment operations;

- c) Facilitate effective and frequent communication up, down, and laterally among subordinates.

- d) Direct proactive patrol and community policing, emergency response, special event security, planned police operations, investigations, property/evidence management, and 9-1-1 dispatch/statistical functions, ensuring delivery of comprehensive, effective, professional, and respected law enforcement services for the campus community;

- e) Provide oversight for the recruitment, selection, promotion, scheduling, training, readiness,

and performance for the above-listed Operations positions and areas;

f) Prepare formal evaluations, sign as manager, and discuss evaluations with employees to formally recognize positive performances, assess areas of concern, further professional development and set out performance improvement plans.

g) Respond to performance problems and personnel issues, documenting as appropriate and coordinating an effective response to these matters, notifying the Chief of Police of any formal complaints, and carrying out internal investigations as assigned.

h) Participate in the development, content, and writing of policies and procedures;

i) Actively participate on UPD's management team, with rational analysis, independent judgment, forward thinking, sound decision-making, efficient management, and effective leadership.

j) Develop reasonable, achievable performance standards related to the quality and productivity of the Operations areas and the personnel in them.

k) Ensure that performance standards are met, directives are adhered to, goals are accomplished, and mandates are met, conducting external surveys, internal 360° reviews, spot-checks, internal audits, and periodic inspections.

l) As assigned by the Chief, personally investigate, or supervise and coordinate, internal affairs matters and personnel investigations. Make recommended findings to the Chief.

m) Assist with Department management by advising the Chief on law enforcement problems and training needs; analyzing crime/security information and statistical data; assist with developing and coordinating specific programs to solve related problems.

n) Make recommendations regarding: staffing levels; deployment strategies; communications; department priorities; budgetary recommendations; revising the campus emergency plan as needed/requested; equipment and supply needs.

o) Ensure that key Departmental leadership responsibilities are filled, including but not limited to: Coordination of Operations-related work requests and equipment upgrades, Operations personnel timesheets and payroll; key management systems; fleet management; report and memo writing/routing, processing, data entry, and review; Dispatch lead work direction and scheduling; sworn scheduling; training management for Operations personnel; Assigned Incident Commander for events; Crisis Consultation Team and threat assessments;

recruitment committees; Operations Section Chief for EOC, Anti-Terrorism Liaison Supervisor/Management, Crime Prevention Programs including Rape Aggression Defense (RAD).

p) Personally attend (or ensure appropriate attendance by subordinates at) meetings, facilitating UPD participation in various campus, local, and statewide committees, including but not limited to: Alcohol and Other Drugs, EOP-Athletics-Learning Center, Housing Judicial Norming, Sexual Assault Prevention Committee, Administration & Finance Leadership Meetings, Public Safety Committee, Parking and Transportation Committee, Emergency Preparedness Committee, County Gang Task Force, Arson Task Force, Sexual Assault Response Team, Child Abuse Services Team, Law Enforcement Training Managers of Humboldt, Operational Area Meeting, Redwood Coast Tsunami Work Group, Northern Area Sheriff's Meetings, Law Enforcement Chief's Association of Humboldt, Police Academy Advisory Board, North Coast College and University Mutual Aid Group, Statewide CSU Police Managers, CSU System Wide Emergency Planning Team.

q) Provide information and/or training to other members of the campus community in areas of personal expertise, general law enforcement topics, workplace violence prevention, management principles, and general emergency management and preparedness.

r) After several years of successful service as Operations Commander, the Lieutenant may be asked to rotate some duties with the Chief, and assume significant responsibility for the Chief's current assignments, such as strategic planning and oversight in budgeting, purchasing, personnel, records, and policies; emergency planning/ management, parking/commuter services; workplace violence prevention; grant management; campus presentations and training; interacting with HSU Marketing & Communications and the news media; maintaining productive relationships of respect, trust, and cooperation across campus and with other agencies; serve as a resource and advisor to administrators; working collaboratively with staff/ faculty/students in meetings/committees; and other duties as assigned.

s) Complete specialized tasks, training responsibilities, or other duties as assigned.

Sworn Supervision

a) Periodically serve as "relief" Watch Commander when the regular Sergeant serving as Squad Supervisor is away or unavailable.

b) Promptly seek out, gather, and accurately interpret applicable information at the start of each shift; plan deployments of personnel and resources, brief personnel, make assignments, and disseminate information as appropriate. Set priorities for assigned personnel and ensure

that they follow priorities.

c) Maintain a high level of personal readiness for quick response in order to assist other personnel and/or to assume a leadership role in a significant campus event, serious crime, emergency situation, or disaster. When serving as a Watch Commander, ensure that assigned personnel also maintain a high level of personal readiness immediately upon coming on duty.

d) When serving as a Watch Commander, maintain continuous monitoring of campus and Arcata-area calls for service, emergencies, events, activities, and campus community safety risks for the duration of assigned shift. Make appropriate decisions about deployment of resources, especially in off-campus situations and settings. Ensure that sworn officers spend sufficient, appropriate amounts of time on patrol outside the station, around the campus, and on foot in and around the Residence Community.

e) When serving as the Watch Commander, assign, coordinate, supervise, motivate, inform, and direct police personnel on a shift. Directly supervise patrol officer(s) and dispatcher, and if there is no other supervisor present, provide direction and leadership for other non-sworn personnel as necessary.

f) Make multiple daily operational and safety decisions, following the law and policy, taking action to minimize risk to the campus community and liability to the University.

g) When serving as the Watch Commander, review and take responsibility for the police activities of the shift, appropriate follow-up actions, and prompt submittal of thorough, accurate reports and other documentation.

h) Coordinate ongoing criminal and other investigations and department programs among all personnel as assigned and appropriate. Ensure that important/serious ongoing matters are promptly reported to appropriate authorities, including Administration & Finance.

i) When assigned as an Incident Commander for a special event or pre-planned police action (e.g., search warrant): Make notifications and seek approval as appropriate; carry out pre-event planning and coordination activities; arrange for/schedule necessary resources; use the Incident Command System; prepare and disseminate Operations Orders; conduct pre-event briefing; supervise and direct deployment of resources during event; keep track of personnel time and overtime; gather staff and debrief; submit After-Action Report.

j) When serving as an Incident Commander for a crime in progress, emergency situation, or disaster: make appropriate notifications; arrange for necessary resources; use the principles

of the Incident Command System (ICS), Standardized Emergency Management System (SEMS), the National Incident Management System (NIMS) and CPH Emergency Management Plan. Accurately assess problems, risk, safety issues, and priorities, assign personnel and delegate tasks, make timely decisions, decide upon and implement appropriate Action Plans, and effectively build a team-oriented, coordinated response to the circumstances. Be prepared to assume a variety of critical leadership roles in a campus disaster, including serving as the Police Department Operations Center Director. Gather staff and debrief. Assist in documentation.

k) Regularly assume a positive, professional, and effective leadership role for police staff. Treat all employees fairly and with respect, focusing on performance expectations.

l) Instruct personnel on new and revised laws, policies, police methods, emergency management changes, and related procedures. Ensure that assigned personnel complete independent training programs as directed.

m) Provide field training for new personnel and when acting as a Field Training Officer, complete Daily Observation Reports and other documentation as required.

n) Carry out on-the-job training to department personnel, informally counsel employees on an ongoing basis relative to work performance expectations, providing guidance and direction. Seek to improve productivity and job satisfaction.

o) Recognize positive performances of employees using appropriate techniques, including verbal praise, Personnel Incident Reports, and commendations for issuance by the Chief of Police.

p) Identify policy, procedural, equipment, and training needs of assigned personnel, and make necessary notifications and/or arrangements to meet those needs. Analyze resource options and take proactive steps to best resolve/improve situations, involving appropriate personnel.

q) Regularly assist in sworn personnel schedule adjustments, including arranging for shifts to be filled when left vacant by illness, injury, or other reasons. Evaluate and seek to accommodate employees' personal needs, requests for time off and schedule changes, without seriously compromising the Department's Mission and Operational needs. Review and approve/deny proposed changes and modifications to the schedule, documenting any changes and making notifications as appropriate. When necessary, order off-duty employees to come to work. Ensure that no unauthorized schedule changes are made, and that the official schedule accurately reflects who worked when.

r) Receive and/or recognize any report of on-the-job injury by a police employee. Ensure that appropriate medical treatment is given. Investigate and document the circumstances of the injury. Promptly document the injury with a Supervisor's Report of Injury, and complete Workers' Compensation paperwork with the injured employee.

s) Respond to allegations of poor performance, misconduct, and other citizen complaints. Personally meet and/or talk with complaining parties, evaluate and clarify the situation, and when necessary, assist citizens with filing formal complaints. Ensure that the completed complaint is routed to the Chief of Police.

t) Work tactfully and effectively with a diverse community. Demonstrate tolerance and respect, communicating clearly, logically, and courteously, professionally representing Cal Poly Humboldt and the California State University System.

u) Maintain neat and professional standards in both personal appearance and appearance/organization of assigned work stations.

v) Exemplify the Law Enforcement Code of Ethics and University Police Department policy.

w) Positively reflect and convey the Cal Poly Humboldt Mission, the Administration & Finance Division, UPD's Department Mission, and the objectives of management.

General Law Enforcement/Proactive Patrol/Investigative/Event Management/Community Policing Duties of a Police Officer

a) Proactively patrol campus buildings, grounds, and forest by foot and vehicle, emphasizing community-policing activities including introducing oneself to others, making conversation, inquiries about safety needs, and offering police assistance.

b) Proactively patrol residence halls and other facilities in the residence hall community. Emphasize community-policing activities such as casual conversation, joining in social events or games, and establishing positive relationships with residents, furthering their success.

c) Patrol and respond to calls for service at off-campus satellite facilities and other University-owned or controlled-properties.

d) Patrol campus boundaries, especially corridors heavily-used by persons entering and leaving campus.

- e) Provide assistance to local law enforcement, criminal justice, and other public safety/service agencies.
- f) Assist with building security as necessary and assigned, including but not limited to: handling special opening requests, scheduled and non-scheduled; closing and locking facilities when there are no personnel available to do so; training and assisting student employees assigned to building security tasks, and taking proactive steps to secure buildings found with open doors or windows during after-hours patrols.
- g) Detect and report safety risks and concerns to the appropriate officials, minimizing risk and liability.
- h) Provide safety escorts and escorts of staff members carrying money on campus, as assigned.
- i) Provide motorist assists on campus as assigned, including jump-starting dead batteries and attempting to unlock vehicles for owners/responsible parties without keys.
- j) Perform other acts of service as requested and appropriate, such as assisting a campus community member with a malfunctioning lock, alarm, or other problem.
- k) Respond to questions by faculty, staff, students, and campus visitors. Provide information about the University as appropriate. Present a positive image of the campus. Counsel people as necessary and make referrals.
- l) Respond to emergency and incidents including violent crime, industrial accidents, vehicle accidents, falls, overdoses, and other medical emergencies, personally deliver or ensure that other professionals deliver first-aid to persons who are seriously ill or injured, arrange for transport to a hospital as required. Carry out follow-up investigation and documentation and make notifications as appropriate.
- m) Respond to other emergency situations, including but not limited to: burglar, panic, and fire alarms; lost or missing persons; and hazardous conditions. Take leadership role as appropriate, ensuring that appropriate resources are effectively applied to minimize loss of life, injury, property damage, and risk/liability to the University. Carry out follow-up investigation and documentation and make notifications as appropriate.
- n) Respond to campus disasters, including but not limited to: fire, earthquake, active shooter, and potentially violent civil unrest, taking a leadership role as appropriate, and ensuring that

appropriate resources are effectively applied to minimize loss of life, injury, property damage, and risk/liability. Carry out follow-up investigation and documentation and make notifications as appropriate.

o) Monitor/control crowds and safety risks during special events, athletic competitions, and assemblies.

p) Enforce campus and state parking regulations through warnings and hand-written citations.

q) Control and direct vehicle/bicycle/pedestrian traffic as needed or assigned.

r) Preserve the peace and enforce the law at public gatherings, residence hall gatherings, neighborhood disputes, and repossessions of property.

s) Respond to suspicious circumstances, reports of criminal activity, and possible violations of University Policy. Establish and maintain positive, supportive relationship with victim(s). Request needed resources. Maintain objectivity. Conduct or assist in the investigation of these matters, gather/preserve/book evidence, carry out interviews, take notes, make sketches, take photos, record statements, check records. Seek out and document both incriminating and exculpatory information, summarize findings in police reports, memoranda, briefings, and other documents, using computerized word processors and Department network computers. Submit documents to appropriate authority for review and routing to University officials, outside agencies, and/or the District Attorney. Maintain contact with victim(s) as directed or appropriate.

t) Detect and lawfully detain violators of State law and University regulations. Issue warnings, hand-written citations, or make physical arrests as appropriate and lawful, using only a reasonable level of force. Promptly prepare and submit appropriate documentation.

u) Transport prisoners to Juvenile Hall, the County Correctional Facility, or the Department station for booking. Carry out and/or assist with the booking process, ensuring that suspect and their property are handled fairly, respectfully, and lawfully.

v) Book, photograph and fingerprint suspect/s that have been arrested and brought to the station. Carry out interviews and interrogations in compliance with the law and the Constitution.

w) Comply with subpoenas, appear in court or as directed, and provide accurate testimony. Testify in administrative matters as directed.

x) Maintain proficiency in patrol equipment and tactics, including but not limited to handling high-risk calls, police radio systems, CPR, defibrillator, first aid, firearms, Taser®, PepperBall®, arrest techniques and prisoner handling, defensive tactics, emergency vehicle operation and high-speed driving, and emergency management.

y) Participate in and successfully complete all training required and as assigned, meeting Department Standards.

Knowledge, Skills, and Abilities Associated with this Position Include:

1. The knowledge, understanding, correct interpretation, and application of: the Constitution, state laws and regulations, especially those related to campus law enforcement; current case law and critical court decisions affecting use of force, prisoner handling, search and seizure, interrogations, investigative procedures, viability of prosecution; personnel and management, liability and risk management.
2. The ability to continuously maintain knowledge and understanding of: current law enforcement procedures and methods; patrol techniques; investigative procedures; effective handling and management of serious/violent crimes; emergency management of critical incidents and campus emergency situations; disaster response.
3. The ability to read, understand, remember, interpret, apply, and follow critical CSU, Cal Poly Humboldt, and Department policies and procedures.
4. Knowledge of the role of law enforcement on a California State University campus and the ability to work tactfully and effectively with a diverse public community. The ability to demonstrate tolerance and respect, communicating clearly, logically, and courteously, professionally representing Cal Poly Humboldt and the California State University System.
5. The ability to accurately analyze situations, develop and evaluate courses of action, make sound judgments, and initiate reasonable actions in an appropriate amount of time given the circumstances, sometimes under stressful and/or dangerous conditions.
6. The knowledge of correct spelling and basic English, and the ability to prepare professional, well-organized, easy-to-understand, concise reports, memos, and other documents.
7. The ability to read and critically review and evaluate written reports and documents, and to effectively manage/train/direct subordinates in professionally creating/correcting reports and documents.
8. The ability to give and receive routine and complex oral and written instructions.

9. The ability to effectively manage, supervise, lead, teach, direct, inform, motivate, praise, counsel, and evaluate subordinates, setting a positive example and communicating well within the Department.
10. The ability to schedule other employees and resources in a timely and efficient manner, coordinating their work effectively, and making changes in schedules as needed and appropriate.
11. The ability to be productive, performing quality work in acceptable volume within established deadlines.
12. The ability to work effectively, professionally, and productively with or without direct supervision.
13. The ability to handle multiple tasks and priorities, maintain personal organization, and accomplish tasks in a prioritized manner; the ability to accomplish these tasks with operational economy, allocating appropriate resources to each task or assignment.
14. The ability to accept responsibility, direction, and change.
15. The ability to maintain good attendance and to be prompt in observing work hours and other assignments.
16. The ability to safely operate and assist in the care of equipment.
17. The ability to demonstrate initiative and creativity in work performed.
18. The ability to learn new tasks and other details with speed and thoroughness.
19. The ability to learn, follow, demonstrate, and teach established safety practices.
20. The ability to carry out other executive and/or management tasks, including but not limited to: strategic planning and oversight in budgeting, purchasing, personnel, records, and policies; emergency planning/management, parking/commuter services; workplace violence prevention; grant management; campus presentations and training; interacting with CPH Marketing & Communications and the news media; maintaining productive relationships of respect, trust, and cooperation across campus and with other agencies; serve as a resource and advisor to administrators; and to work collaboratively with staff/ faculty/students in meetings/committees.
21. The ability to acquire and maintain the job skills to effectively carry out all the responsibilities listed in the Position Summary and the Essential Job Functions (see above).
22. The ability to operationalize sustainability concepts (economy, society, environment) into all aspects of performing job duties.
23. The ability to lead diverse teams to support the operational mission and vision of employers by fostering an ethical, inclusive and collegial work environment.
24. Be capable of performing all essential functions of this position.
25. A work history of increasing responsibility, success, and achievement in law enforcement operations, training, personnel supervision, and operational planning;
26. Sound judgment, effective leadership, efficient management, and strategic vision skills;

27. Excellent written (reading/writing) and oral communication (speaking/listening) skills;
28. The ability to work with a wide range of people throughout the University, including administrators, faculty, staff, students, parents, visitors, and multicultural communities.
29. The ability to work at any time of the day or night including rotating shifts, holidays, weekends, overtime assignments, meetings outside regular shift hours, extended hours and emergency call-in.

Minimum Qualifications:

30. A Baccalaureate degree from an accredited four-year college.
31. A minimum of (7) years of sworn law enforcement experience, with at least 3 years at the rank of Sergeant or above
32. Must be currently employed as a sworn police officer at the minimum rank of sergeant.
33. Possess or currently eligible to receive a Supervisory Certificate issued by the California Commission on Peace Officer Standards and Training (POST).
34. Must possess a Class C or higher California driver's license at the time of appointment and a satisfactory driving record is required.
35. The ability to qualify for a POST Management Certificate within two years of employment;
36. Be lawfully authorized to carry a firearm.

Preferred Qualifications:

- Master's Degree from an accredited university.
- Experience within the California State University (CSU) system, University of California (UC) system, or other comparable law enforcement agency.
- Past experience in campus law enforcement.
- Past experience as a law enforcement trainer/instructor.
- Bilingual skills.

Application Procedure: To apply, qualified candidates must electronically submit the following materials by clicking the **Apply Now** button:

- Letter of Interest
- Resume or Curriculum Vitae
- Contact information for at least three professional references

Application Deadline: The deadline to submit application materials by first review is 11:55 p.m. on Tuesday, September 17, 2024.

Any inquiries about this recruitment can be directed to careers@humboldt.edu or Cal Poly Humboldt's Human Resources Office at (707) 826-3626.



We acknowledge that Cal Poly Humboldt is located on the unceded lands of the Wiyot people, where they have resided from time immemorial. We encourage all to gain a deeper understanding of their history and thriving culture. As an expression of our gratitude we are genuinely committed to developing trusting, reciprocal, and long lasting partnerships with the Wiyot people as well as all of our neighboring tribes. Cal Poly Humboldt was the first campus in the California State University system to offer a stand-alone major in Native American Studies.

Cal Poly Humboldt is committed to enriching its educational environment and its culture through the diversity of its staff, faculty, and administration. Persons with interest and experience in helping organizations set and achieve goals relative to diversity and inclusion are especially encouraged to apply.

Working in the state of California is a condition of employment for this position. Even if part or all of an employee's assignment can be performed remotely, the employee must maintain a permanent residence in the state of California. The employee must be able to accept on-campus work assignment, as assigned, and come to campus when needed.

CSU strongly recommends that all individuals who access any in-person program or activity (on- or off-campus) operated or controlled by the University follow COVID-19 vaccine recommendations adopted by the U.S Centers for Disease Control and Prevention (CDC) and the California Department of Public Health (CDPH) applicable to their age, medical condition, and other relevant indications and comply with other safety measure established by each campus. The systemwide policy can be found at [CSU Vaccination Policy](#) and any questions you have may be submitted to hr@humboldt.edu.

Cal Poly Humboldt hires only individuals lawfully authorized to work in the United States. This position may be considered a "Campus Security Authority", pursuant to the Clery Act, and is required to comply with the requirements set forth in CSU Executive Order 1107 a condition of employment.

CAL POLY HUMBOLDT IS NOT A SPONSORING AGENCY FOR STAFF OR MANAGEMENT POSITIONS (e.g. HI-B VISAS)

Evidence of required degree(s), certification(s), or license(s) is required prior to the appointment date. Satisfactory completion of a background check (including a criminal records check, employment verification, and education verification) is required for employment. Cal Poly Humboldt will issue a contingent offer of employment to the selected candidate, which may be rescinded if the background check reveals disqualifying information, and/or if it is discovered that the candidate knowingly withheld or falsified information. Certain positions may also require a credit check, motor vehicle report, and/or fingerprinting through Live Scan service. Failure to satisfactorily complete or adverse findings from a background check may affect the employment status of candidates or continued employment of current CSU employees who are being considered for the position.

Cal Poly Humboldt is committed to achieving the goals of equal opportunity and endeavors to employ faculty and staff of the highest quality reflecting the ethnic and cultural diversity of the state. Additional information about Cal Poly Humboldt can be found at www.humboldt.edu.

Cal Poly Humboldt is a Title IX/Affirmative Action/Equal Opportunity employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, protected veteran status, or any other legally protected status. Mandated Reporting: This position may be considered a "mandated reporter" under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

Additionally, all CSU staff and faculty receive training annually on their obligations in responding to and reporting incidents of sexual harassment and sexual violence. You will be notified by email when you are required to take this mandated training.

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