



EMPLOYEES WHERE TO FILE COMPLAINTS

This list is not intended to be all-inclusive, but rather to provide you with an overview of a variety of complaint issues and the possible actions you can take.

Complaint	Who/what is the complaint about?	Where to Go/ Who to Call
Discrimination, Sexual Harassment, or Harassment based on protected class*	State Employee or Member of the Public on campus	Title IX Coordinator/DHR Prevention Administrator <i>ext. 3510</i>
	Corporation Employee	Corporation Human Resources <i>ext. 4301</i>
	Student	Title IX Coordinator/DHR Prevention Administrator <i>ext. 3510</i>
Sexual Assault or Sexual Violence	Anyone	University Police EMERGENCY - DIAL 9-1-1 Non-Emergency - 655-0268
	State Employee or Member of the Public on campus	May also be reported to the Title IX Coordinator/DHR Prevention Administrator <i>ext. 3510</i>
	Student	May also be reported to the Title IX Coordinator/DHR Prevention Administrator <i>ext. 3510</i>
Intimidation or Threat to Safety	Anyone	University Police EMERGENCY - DIAL 9-1-1 Non-Emergency - 655-0268
Violation of Staff Collective Bargaining Agreement	Alleged violation of union contract	Supervisor should attempt to informally resolve; Notify University Personnel – Director of Employee Relations, EEO & ADA <i>ext. 4137</i>
Violation of Faculty Collective Bargaining Agreement (lecturers, tenure-track, tenured, librarians, coaches and counselors)	Alleged violation of union contract	Department Chair should attempt to informally resolve; Notify University Personnel, <i>ext. 3389</i>
Violation of Unit 11 Collective Bargaining Agreement (Instructional Student Assistants, Teaching Associates, Graduate Assistants)	Alleged violation of union contract	Department Chair should attempt to informally resolve; Notify University Personnel, <i>ext. 3389</i>

* Protected class - sex, gender, race, color, ancestry, religious creed, national origin, physical or mental disability, medical condition, age, marital status, sexual orientation, or past and present membership of the uniformed services, including applicants to the uniformed services.

** DHR = Discrimination, Harassment and Retaliation

Complaint	Who/what is the complaint about?	Where to Go/ Who to Call
Unprofessional or Inappropriate Behavior	Faculty	Department Chair, then College Dean, if necessary. May also contact: University Personnel <i>ext. 3389</i>
	State Employee: Staff or Administrator	Employee's supervisor. May also contact: University Personnel – Director of Employee Relations, EEO & ADA <i>ext. 4137</i>
	Corporation Employee	Employee's supervisor. May also contact: Corporation Human Resources <i>ext. 4301</i>
	Student	Judicial Affairs & Community Standards <i>ext. 4597</i>
Misconduct in research	Faculty	Appropriate Department Chair or College Dean
Suspected misuse of Recovery Act funds; violation of state or federal law including theft, fraud, or conflict of interest; misuse or waste of state resources including property or employee time; gross misconduct, incompetence or inefficiency.	Faculty or Staff	Whistleblower Hotline 800-952-5665 916-322-2603 (Fax) or www.auditor.ca.gov/hotline or Investigations California State Auditor P.O. Box 1019 Sacramento, CA 95812 or University Personnel – Director of Employee Relations, EEO & ADA <i>ext. 4137</i>
Personal/interpersonal difficulties such as stress, inability to cope, etc.	Anyone or Anything	Employee Assistance Program 800-367-7474 or https://www.mylifematters.com/ Employee's insurance coverage may also cover counseling services.