The Office of Diversity & Equity (ODE) would like to inform you of the following:

1. Diversity & Equity Webpage:
   
   http://www.sci.sdsu.edu/ODE

   The Office of Diversity & Equity (ODE) has posted on its new webpage all policies and procedures relating to sexual harassment and other prohibited discrimination; Faculty Recruitment & Hire Procedures; complaint procedures; statistics about the SDSU workforce; results of climate surveys of students, staff and faculty; listing of ODE training videos and research materials available on request; hotlinks to diverse organizations at SDSU. Please visit our website.

2. Campus Climate Surveys:

   The Office of Diversity & Equity (ODE) commissioned a campus climate survey by the Social Sciences Research Lab to survey students, staff and faculty as to find out how individuals perceived their campus experience and whether they were treated fairly. All three surveys (students, staff, faculty) are posted in their entirety on the ODE webpage, including the questionnaires themselves, methodology, margin of error and easy-to-read color charts.

3. New SDSU Sexual Harassment Policy:

   This new policy went into effect in May, 1999. It provides a clear and complete description of what sexual harassment is and is not, and is available on the ODE webpage:

   http://www.sci.sdsu.edu/ODE

   It defines the obligations of certain campus employees to report any incidents to the Office of Diversity & Equity. Did you know that the gender of the person harassing or being harassed is irrelevant to sexual harassment actions? Did you know that sexual harassment is prohibited sex discrimination covered by the Civil Rights statutes? Did you know that lack of intent to harass is not a defense in sexual harassment actions? Did you know the U.S. Supreme Court has heard our sexual harassment cases in the last two years? Visit the ODE website and inform yourself of this new policy which covers every employee of, visitor and contractor to SDSU, or call 4-6454 for further information or to discuss concerns.
Date: Wed, 14 Dec 2005 17:09:05 -0800 (PST)
From: "Lena T. Rodriguez" <presidents.office@sdsu.edu>
Subject: Campus Climate Survey
Sender: announce@lists.sdsu.edu
Reply-To: "Lena T. Rodriguez" <presidents.office@sdsu.edu>
X-Junkmail-Whitelist: YES (by domain whitelist at razorgw2.sdsu.edu)
X-Status:
X-Keywords:

To: All Faculty and Staff

From: Lena T. Rodriguez, Ph.D., <presidents.office@sdsu.edu>
        Assistant to the President for Executive Affairs

Subject: Campus Climate Survey

Our "Shared Vision" at San Diego State includes a strong commitment to social justice and equity. To help us gauge our progress, we periodically conduct separate surveys of faculty, staff, and students about the climate on campus.

Earlier this year, the Office of the President commissioned the services of SDSU's Social Science Research Laboratory to perform a campus climate survey on both the main and the IVC campuses. The survey questions measure whether respondents feel comfortable on campus, and whether they perceive themselves as being treated fairly regardless of their personal characteristics and beliefs (such as age, gender, physical appearance, disability, ethnicity, and sexual orientation).

The results show a relatively high level of satisfaction, and they are also closely aligned with the findings of the 1999-2000 campus climate survey. This feedback is encouraging, especially in light of the fact that SDSU has experienced three difficult budget years.

I am pleased to share the latest results with you. Please click on the link below to view the various reports.

http://advancement.sdsu.edu/presidentweber/climatesurvey.html