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- J]UNcca



#### **AGENDA**

Adrienne Howarth-Moore, Associate Vice Chancellor & Chief Human Resources Officer

- Welcome and Introductions
- Chat and Ground Rules

Elizabeth Schrock, Assistant VC & Title IX Coordinator, Office of Equity Mars Cruz, Prevention, Education & Outreach Coordinator, Office of Equity

Office of Equity Response to Reports & Investigative Process

Florie Montoya, Assistant VC, TAC, Classification, Compensation, HCM Justin Loiselle, HCM Program Director

Time & Labor Update

Florie Montoya, Assistant VC, TAC, Classification, Compensation, HCM

FLSA Update

Wrap Up



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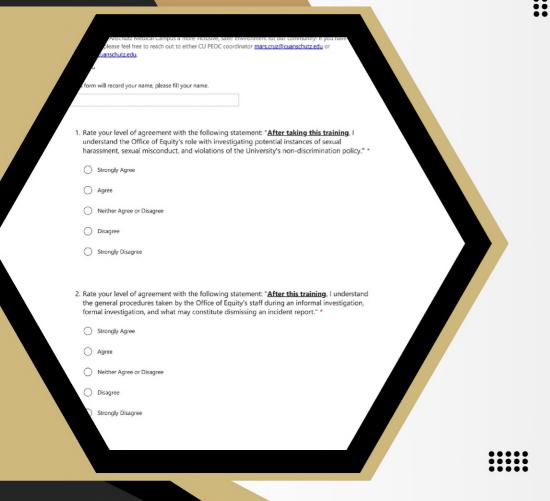
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8 ]gW]a ]bUf]cb'6 UgYXÁ cb'5 'DfchYWYX'7 'Ugg

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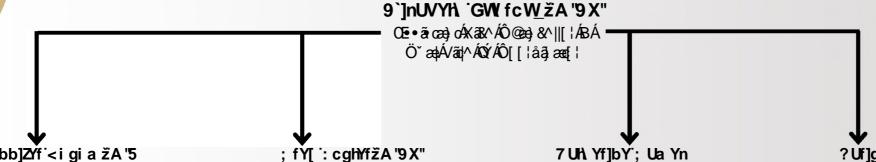


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## Criminal and Civil bj Ygh Uhcbg

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#### HfUbY``A]HWYY`žA'G

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7 UgY≒bj Yghj[ Uhjcbg



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#### 7 Uh Yf]bY; Ua Yn

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#### ?Uf]ggU'Ghc'Yb

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5 Xa ]b]ghfUh]cb'UbX 8 UHJ Gi ddcfh



## Df]a UfmA Yh cXg'cZ: ]`]b[ '5 'F YdcfhA K ]h 'H Y'CZJW'CZ9ei ]hm



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71 '8 Ybj Yf. 'Šæļ'^} &^ÁÛd^^ớÔ^} ơ^! Ôæ[] `•ÊÆGœ́Ø[[[: 71 '5 bgW i hr. 'Øãc • ã[[] • ÁÓ' ã¦åã, \*ÊÃÕ:[`} å Ø[[:

## =b]hJU⁻5 ggYgga YbhZfca Á =bHJ\_Y⁻7 ccfX]bUhcf



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# DfY]a ]bUfmi=bj Ygh][ Uh]cb'!'K \ Uhi< UddYbg'6 YZcfY'UÁ: cfa U'=bj Ygh][ Uh]cb'cf'5 `hYfbUh]j Y'F Ygc`i h]cb

**Df]a UfmiGHUZZ** Ôãç ¾ÁÜ ∄ @ ÁQ ç ^ • æ æ [ ¦ÁQÔÜ Œ ÃÛ ˇ ] ] [ ¦æç ^ T ^æ ˇ ¦ ^ • ÁÔ[ [ ¦å ¾ æ [ ¦ÁQÙT Ô Œ ÃŒ • ã æ ; o ÁÖ ¾ ^ & [ ¦ÁQÛÐ Œ • ã æ ; c X æ ^ ÁÔ @ & ^ || [ ¦ÁQŒ ÔD

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8 c Yg'h Y'U'Y[ YXÁ WebXi WiWebgh]hi hYÁ dfc\ ]V]hYX'VY\ Uj ]cf3

5 j U]`UV`Y`]bZcfa Uł]cbÁ dfcj ]XYX`VmWca d`U]bUbhÁ UbX'' fX`dUfl]Yg`flY'[ 'žÁ fYdcfl]b[ `k ]lbYggYgžÁ @ 5 gžYhWL" K\Uhi5fY'H\Y'F][\hg'5ZZcfXÁhc'h\Y'7cad`U]bUbhUbXÁ FYgdcbXYbh3

Gi ddcfhjj Y'A YUgi fYgÁ Dfcj ]XYX'VmC9 'GHUZZÁ UbX'5 X'UWYbhÁ 8 YdUfha Ybhg"

F][\hhc'Ub'5Xj]gcf"

F YgdcbXYbhf][\hhc'h\YÁdfYgi a dh]cb'cZbchÁVY]b['fYgdcbg]V`Y'ZcfÁU`Y[YX'WcbXi WhVYZcfYÁXYhYfa]bUh]cb"

9ghja UhYX'Hja Y'hc 7 ca d`YhY.'r'' \$'8 Ung

#### 9j Ui Urjcb#IJa Y5bUng]g

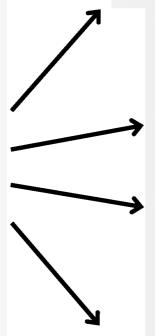
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### 9Xi WUnjcbU FYgc i hjcb

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#### ±bZcfa U FYgc`i hjcb

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#### : cfa U dj Yghj[ Uhjcb

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### 7 UgY'8 ]ga ]ggU

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# I bXYfgHJbX]b[ 'h Y 5 `hYfbUh]j Y'F Ygc `i h]cbg

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## 9Xi WUnjcbU FYgc i hjcb

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### ±bZcfa U'FYgc`i h]cb

OE-e^\{\hankan^a\} \* \hankan^{\begin{align\*} (\text{caan} a \hankan^{\kappa} \text{A\} - \hankan^{\kappa} \text{caan} a \hankan^{\kappa} \text{A\} - \hankan^{\kappa} \text{caan} a \hanka

- % "A YX]Uncb
- & <u>"F Yahof Urli Y">i ahlWY</u>
- ' <u>'G\ i ltìY'8 ]d`ca UW</u>n
- ( <u>'7 ci bqY]b[ FYZYffU</u>g
- ) <u>'8 ]gWld`]bUfmGUbWlicbg</u>
- \* '<u>": c``ck!l d'FYj]Yk</u>

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## I bXYfghUbX]b[ 'C9 'Gi ddcfh]j Y'A YUgi fYg

K\Yh\Yf`Xi f]b[ 'Ub']bj Ygh][ Uh]cbžlfU]b]b[ žcf'dfYj Ybh]cb']b]h]Uh]j Yžci f'cZZJWY'ghf]j YgÁ hc'Ybgi fY'U``7 I 'Wca a i b]hma Ya VYfg'\_bck \ck'C9'WUb'gi ddcfhh\Ya "



5 WUXYa ]WGi ddcfh



K cf\_d`UWY'GUZYlm



A YX]WU '5 gg]ghUbWY

- % 'FYHU\_Y'U'7 ci fgY
  & '91 W g]b[ 'FY'UHYX
  5 VgYbW/g
  ' '91 HYbg]cbg'cb
  5 gg][ ba Ybhg'cf'91 Ua g
  ( 'K ]h XfUk ]b[ 'Ztca 'U'7 'Ugg
- % '9ad`cmaYbhAcX]Z[WUh]cbg & 'HfUbgdcfhUh]cb#DUf\_]b[ 7\Ub[Yg '''Bc7cbhUWhCfXYfg
- % '5 gg]ghUbWY'5 WWYgg]b[ Á
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#### Ci hcZC9 >i f]gX]W]cb

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 lã @Át Á^] [ | oÁ æãaÁ§ &ãa^} oÁt Át | ^ ã } Áæç Ár } - [ | &r < ^ } oÁæ² ^ } &ã• DÈ</td>



#### F YgdcbXYbh @/Uj Yg

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#### Jc'i bhUfmiK ]h XfUk U

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## 9a Yf[YbWn7]fWaghUbWyg





#### =a a YX]UhY`H\ fYUhihc`7 Ua di g`GUZYhm



#### 91 If Ya Y'7]f W a gh Jb W g

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#### FYdYUhYX'=bghUbWYg'cZDfc\ ]V]hYX'6 Y\ Uj ]cf



## K\Uh<UddYbg 5 hh\Y'GhUfhUbXÁ 8 i f]b[ 'U: cfa U '=bj Ygh][ Uh]cb3

5 ZhYf 'gYbX]b[ 'ci hibch]WYg'hc 'U``dUfh]Ygžh\ Y'7 ]j ]` F][ \ hgÁ =bj Ygh][ Uhcf 'WcbXi WYg']bhYfj ]Yk g'k ]h\ 'U``dUfh]YgžWc``YWYgžUbXÁ XcW a Ybhg'Yj ]XYbWY"

K \ Uhia UmiVY`Wcbg]XYfYX`Yj ]XYbWY`Xi f]b[ Á Ub`]bj Ygh][ Uh]cb3





K f]HYb HYgha cb]Yg

5 i X]c FYWcfX]b[g





Dc']WY'F Ydcflg

: cfYbg]W91 Ua '?]bg

9ghja UhYX'Hja Y'hcÁ 7ca d`YhY.'r'-\$'8 UngŽ

#### 9j Ui Uhjcb#HJa Y'5 bU'ng]g

ÔÜQÊŒŒÔÊŒ; åÐ; ÁŒXÔÁŒŒ; ÁĮ Á&Į || ^&ŒÂ ã c^!çã, Ê\$; åÁ; æþ: ^Áçã^} &^Á; [çã^å^åÁ à^Á; A\$; æð. È\$Q&] å^•Á&@å |ã; \*Á ã c^!çã, •Ê; [!\ã; \*Á; ] \*•ã^Á©ÁÛTÔÁ ¸Œ[^Á;]][!cã;^Á; ^æ\*!^•Á; ^Æ•^\*^åÊ æ)åÁ;^!ã~ã\*Áœ; {^} cÁ; [çãå^åÈ

Cēååããā;}æ||^ÊÁUÒÁ;œ÷Á;[¦\Á;ãc@Áæ&\*|c°ÉA • \* ]^¦çã;[¦•Êæ;àÁ;c@¦•Á^|^çæ;oÁ;Áãæ@¦Á ]æċ法Á;Á;• \* ¦^Ác@Áå\* &ææā;}æÁæ;àåЦÁ ¸[¦\Á;çã[}{ ^}ơÁ\*Á;[ơÁ^ç^¦^|^Áæ÷^&c°åÈ

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## H\ Y'< YUf]b[ 'DfcWlgg. 'BYI h'Ghl\dg'cZU': cfa UÁ ±bj Ygh][ Uh]cb' ±bj c`j ]b[ '5``Y[ YX'J]c`Uh]cbg'cZGYI i UÁ < UfUgga Ybh

#### K \ Un < Ug' < UX'hc' < UddYb'hc'7 cbgh]hi hY'5' < YUf]b[3



5``Y[YX'WebXi WhWei`XÁ j]c`UhY'7I Bg'GYI i UÁ <UfUgga YbhUbXÁ A]gWebXi WhDc`]Wh'



7]j ]`F][∖hgʻ≢bj Ygh][UhcfÁ ∖UgʻWcbXi WhYX`UÁ Wca dfY\Ybg]j YÁ ]bj Ygh][Uh]cbʻk]h\]bʻUÁ fYUgcbUV`Y`h]a YZtUa Y"



5 ddfcdf]UhY'7 I 'GnghYa Á GHUZZZ<YUf]b['CZZJWYfZUbXÁ DUbY'\ Uj Y'VYYbÁ gWYYXi 'YX" 9gh]a UhYX`H]a Y`hc 7 ca d`YhY. 'r '% '!'' \$'8 Ung

#### 9j Ui Uhjcb#lja Y5bUngjg

Þ[ & KÁV @ Áæ] ] [ ð & å ÁP^æð ð \* ÁU~æ\\Å 7 Ubbc h6 Y`H\ Y`7 F="

DUfUd\fUg]b[ ži b`Ygg'ei chYXž5 DG') \$% !&\$&%d"%&!%/'C9 FYgc`i h]cb'DfcVVXi fYg', '%'&\$&( 'd'"' -!( '

## H\Y'<YUf]b['DfcWYgg'7cbh'

Df]a UfmiGhUzz'ÔãçãµÁÜðã @•ÁQç^•cãtæ[¦ÁÇÔÜODÆÛ`]][¦cãç^ÁT^æ•`¦^•Á Ô[[ | åã æ æ | kÁÇ)T Ô ĐẾŒ • ã æ ; cÁÖã^& ( | ÁÇCEÖ ĐẾŒ • ã æ ; cÁX ãX^ÁÔ @ & & ||[ | Á COEXÔDÊ

GYWcbXUfmiGHJZZ'ÔWÁÙ^• c^{ AÏŹR^aāa\*ÁJ~88^£ÉŠ^\*æÁÔ[\*}•^|



GhYd!6 mGhYd cZh Y



< YUf]b[ 'DfcWYXi fYg



Df YdcbXYf UbWY cZÁ 9 j JXYbWYFYj JYk

#### GhYd!6 m/GhYd'cZh\ Y'< YUf]b[ 'DfcWYXi fYg

FÁÐ!^ËP^æð\* \*ÁÔ[} ~\!^} &^Á/æ\^•Á Úlæ&^

 $G\hat{A} = \hat{B}\hat{C} | [\bullet \bullet \hat{A}\hat{C} | \phi = \hat{A}\hat{C} |$  $H\dot{A}\dot{E}\ddot{O}^{\circ}c^{\dagger}$ {  $\ddot{a}$  aeca}  $\dot{A}\ddot{U}^{\circ}$  aecaå  $\ddot{a}$  \*  $\dot{A}$ Ü^•][}•ãaãããĉ

 $IA \dot{E}' | \tilde{a}cc^{\prime} \} \dot{A} \ddot{O} \dot{C}' | \{ \tilde{a}, \tilde{a}c\tilde{a}_{1} \} \dot{A} \ddot{a} \dot{A} \ddot{O} | \tilde{a}cc^{\prime} \dot{a}$ ÍÁ ÞÁ Ó (\*) • ^ |Á Ü ^ çã ` • Á Ö^c^{{ a} acca{ a} }

ÎÁEÖ^c^¦{ ã; æðā}}ÁsēÁQ•`^åÁg ÁQEJÁ Úækæð•

8]X'Mci '?bck '5 Vci hH]Yfg'cZ9j]XYbWYÁ GhUbXUfXq3

8æ ^• ÞÁQ Ág^\{ • Áj ~Áj Vi f X Y b c ZÁ dfcc2î ÊásÁs Á^••Áã[ | [ \*•Ác@s) Ác@ Á ±&|^æk\$æ) åÁ&[}çã, &ã, \*Á\çãa^}&^o\$æ) åÁ  $\pm \dot{a}^{\hat{a}}$   $\hat{a}$   $\hat{a}$ Wca a cb']b'Wl]a ]bU'WUgYg"

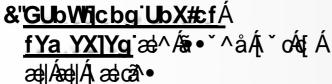
9gha UhYX Hla YhcA 7 ca d`YhY. 'r '- \$'8 UngŽ

#### 9 j U i Uhcb#la Y 5 bU mg/g

V@ÁP^æð \*ÁU~æ^!Á![ção^•ÁæÁ  $Y' \mid \tilde{a}c^{\prime} \rangle \stackrel{\ \ }{A}\ddot{O} \wedge c^{\prime} \mid \{ \tilde{a} \mid \tilde{a}c\tilde{a}_{1} \} \stackrel{\ \ }{A}c \mid A\hat{O}WAUOA$ æ) åÆ^\*æÆÛ[`}•^|Æ|¦Æ^çæ\ Æ  $\ddot{O}$   $\dot{a}$  \*  $\dot{a}$   $\dot{a}$ •^] ælæe^Á Ábæ Áb c^¦çæl•Ábe^Á ];[çãa^å Ast Ást]A ædæ • Ast Ást]^ædæ ^ Á -ā aā \*• Á āc@ Ác@ Á'¦āc^} Á Ö^c^{{ a acca } } È

## K\Uni<UddYbg'BYI l8'GUbWjcb]b['6cUfXžÁ 8 YhYfa ]b]b[': UWcfgžUbX'BYI hGhYdg'Zcf'DUfh]Yg

Df]a UfmiGhUZZ: OE•ã ca) cÁX 8&\ÁÔ@; &\|[ ¦ÁÇCEX ÔDÉÂO WÁÔ[ \* }•^|
GYWEbXUfmiGhUZZ: P^æb] \* ÁU~&\!ÉÙa; &cā] } ð \* ÁÓ[ æbåÁÇÖ^æ;•ÉA\&\ED



' '5``cHìYX' hịa Y' jg' Ư`ck YX' Zcf Á <u>UbmiUbX' Ư`'dUf hiYg'</u> đ Á æi ] ^æiÁ•æi &cāi } • Áæi å Áão• Á -āi åāi \* • È

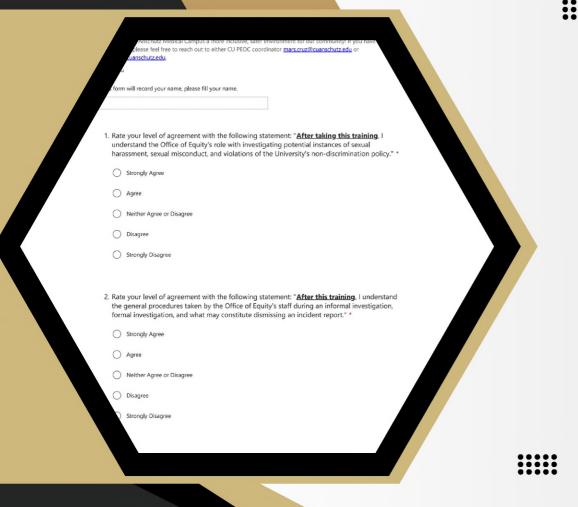




9gh]a UhYX"H]a Y'hcÁ 7ca d`YhY. 'r " \$'!'\* \$'8 Ung

#### 9j Ui Uhjcb#lja Y5bUmgjg

DUFUd\fUg]b[ži b`Yggʻei chYXžC9 FYgc`i h]cb'DfcWYXi fYgÁ, '%&\$&(`d"(&:!(' "



## Posti Fryshigbk



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## H\Ub\_'Wci ': cf'@ghYb]b[ °

=Zmci \ Uj Y'Zl fh\ Yf'ei Ygh]cbg'cf'WcbWlfbgzZYY`'ZfYY'hcÁ WcbhLWh

## 9']nUVYh 'GW fcWzA'9X"

 $\hat{O}(\hat{A}\hat{O}^{*}) \circ \hat{A}\hat{B}\hat{A}\hat{O} = \hat{A}\hat{A}\hat{O} = \hat{A}\hat{O} = \hat$ 

^|ã æà^c@ &@ [&\O`&å^} ç^\ E\å` ^|ã æà^c@ &@ [&\O& æ} • &@ c E\å`

## AUfg'7fi nžAD<ž7<9G

{ **æ• ku³: O & æ)• &@ c k≥å** Í Í J kæì ì kæi gí



## Vã ^ÁBÁŠæà[ ¦ÁÚ¦[ b/8cÁV] åæe^

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R* • cā ÁŠ [ ā ^ || ^ EÁP ÔT ÁÖ å ^ & d | |

P* { að ÁÜ ^ • [ * | & ^ • •
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# Vã ^ÆÆæi[ ¦

DFC>97HI D85H9



## Ú![ &&ÁUç^¦çã\

## K\miUfY'k Y'fYd`UVJb[ 'Ami@YUj Y3

"Á T ^ ÁŠ^æç^Áš ÁæÁ&` • d[{ Ëà ăpóÁ|ææ[¦{ Ás@ææÁ&¦^ææ^• Á&[} • ãå^¦æà|^Á &[ • oÁ[Á] åææ^Ás@^Á|ææ[¦{ Áæ} åÁ\$; @ãàãÆ\$; o^\*¦ææã[} Á, ão@Á; o@⊹Á ° • ^ ~ |Á [ ~ ç; æb^È

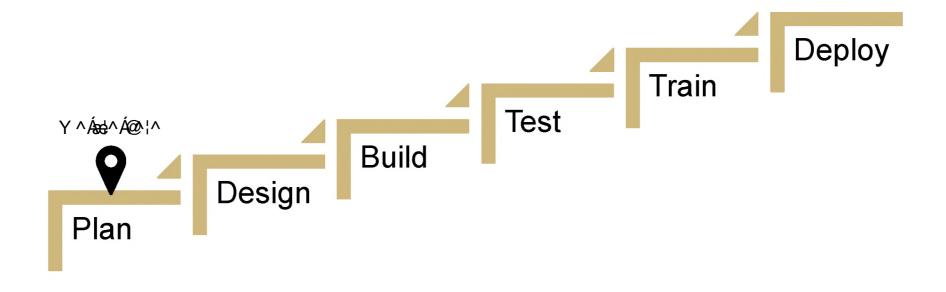
"Á  $V@ \bullet ^ A \hat{a} = \hat{$ 

## K\UhiUfY'h\Y'VYbYZjhg'cZh\]g'dfc^YW/8

- Ô[}•[|ãåææ^åÁqã|^\^^]ā]\*Á\*}&çā[}•Á\$] ([ÁæÁqā]\*|^ÊÁ[[å^\;]Á •[| cã[}È
- Ù&aqaaaa|^Án^•c^{ Áo@anoÁ\*]][|o•Á\*c\*|^Á\*|[, c@Ána) åÁna}}[çanna]}È



# Ú¦[|&&Á/ã| ^|a ^



# Ú¦[b\&A)æ\*•

## DfYj ]ci g'D\ UgY. 7 i ffYbh'GhUhY'5 bU'mg]g

- Õæc@\\^åÁş\-{|{ æcaj(}A()}Ás`||^} ÓÁcaj(^\^^]aj\*Á æ)åÁn^æç^Án^ ĭ^•OÁ||[&^••^•

· Ò}\*æ\*^åÁ¸ão©Á&æ{] ઁ•Á+ઁàb∿&oÁ;ææc^¦Á ^¢]^¦o•

Ö^ç^|[]^åÁsæÁ&[{]¦^@}}•ãç^Á;}å^¦•ææ)åāj\*Á [~ÁŒ]•&@cq•Á;^^å•Á[¦Á;æ)æ\*āj\*Á^{]|[^^^Á cã[^\^^]āj\*



: cW g 8 i f]b[ 'D`Ubb]b[ 'D\ UgYÁ fbck 'Ë': YV 8\$&) ŁÁ

- - $= \ddot{O} \wedge \ddot{A} \ddot{A} * \dot{A} \otimes \dot{A} + [b \otimes c \dot{A} \otimes \dot{A} \otimes$

## Þ^¢ÂÛ¢^] •

## <u>Ô`||^} 0ÁOE&cãçãtãã\• K</u>

## S^^ AO^ &a a } • AO\* | a \* AU| a } a \* AU @e ^ K

"ÁVã( ^\^^) ã/\* Á/; | &^••^•

"ÁÙdæe^\* ã/• Á( ¦ÁS) e^\* ¦æeā/\* Ác@alåË/ædê Ácā( ^\^^) ã/\* Árˆ• e^{•

"ÁÚæê; | ||Ář č ¦^Árææe^\*





# V@ \Á[ ´Â



## ØŠÙŒW åæ%

P\*{ a} AU^•[\*|&^•



# ØŠÙŒÜææ^Á/@^•@|åÁ\]åæe^ Ø[¦æ\ÁT[} {^æ

Bcj Ya VYf'%) 7\ Ub[ Yg

": YXYfU'>i X[ Y'fi `YX'hc'ghf]\_Y'Xck b'U` `Wca dcbYbhg'c ZÁh Y': @G5 'cj Yfh]a Y'Z|bU'fi `Y']bWi X]b[ '>i `m'%z &\$ &( žÁh UbX'>Ubi Ufm'%z &\$ &) z gU'Ufmih fYg\ c`X'Ua ci bhg'UbXÁh lf]Ybb]U'i dXUhYg"H\ Y'XYW]g]cb'Udd`]Yg'hc'U` `Wcj YfYXÁh Ya d`cmYfg'UbX'Ya d`cmYYg'i bXYf'h\ Y': @G5 'bUh]cbk]XY"

" 5 bgW i m'\ Ug'XYWJXYX'hc'a UJbhUJb'h\ Y'>i `m'%gU'UfmÁ
h\ fYg\ c`X"



## 7 Ua di g'8 YWJg]cbg

- "BYk '\]fYg'UbX'W\Ub[Yg'hc': H9'k]``'Zc``ck 'h\Y``('ž,,,Á' gUUfmih\fYg\c`X"
- " 9a d`cmYYg'Wcbj YfhYX'hc'bcb!Yl Ya dhicb'>i `mi%k ]``Á Wcbhjbi Y'hc'VY'XYg][ bUhYX'Ug'bcb!Yl Ya dh''K ]``'UgcÁ ]bWi XY'cj YfU`']bj YbhcfmcZYa d`cmYYg'hc'Ybgi fYÁ Wcbg]ghYbh'Udd`]WUhjcb"



## 9 błfmi@/j Y i b]j Yfg]miGłUZZ

- "K]" 'dfcWYYX'k]h\ 'UX'i ghhb[ 'dcg]hhcbg'dfYj]ci g`m\(\hat{A}\)

  XYg][ bUhYX'Ug'bcb!Yl Ya dh'VUgYX'cb'VY]b[ 'l ]b'lfU]b]b[ Î \(\hat{A}\)

  YZZYWhj Y'cb': YVfi Ufm'\(\hat{z}\)&\$&("
- "K]``g\]Zhhc`YI Ya dhUbX`Ybgi fY`Uhcf`UVcj Y`h\YÁ
  `(' ž, , `gU`Ufmih\ fYg\ c`X"



## FYa ]bXYf'!'Dcg]h]cbg'fgi V'YWhhc'gUUfmhYghUcb[ 'k ]h\ Á Xi h]Yg'hYghL

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″Á Ú[•⁄ÁÖ[&•
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″Á ÚÜŒÂÛ^} ā¦ÁÚÜŒÂÜ^•^æ&@ÁŒ•[&ãæc^ÊÂÛ^}ā¦ÁÜ^•^æ&@ÁŒ•[&ãæc^

"Á W} ãç^¦• ãc ÂÛcæ~

″Á Ôæ•ãã\åÁÙæ~

"Á Ú@æd{æ&îÁÜ^•ãå^}œÁQFIÎJÆÄQQ•d\*&q¦ÁØ^||[,ÁqiàÁ&[å^D

"Á Xã ãã; \*ÁÜ^•^æ; &@; •ÁÇFHFHÉÄFH€ÌÁQ àÁ&[å^•D

Ú|^æ-^Án}•`¦^Áo@^Án æ|æd-^Áon• ÓÆn Á&[{]|^c^å EBDe]]|ānåÁ[¦Á,^¸Á@ān^•Áæ)åÁ&@æ)\*^•Á§ ÁØVÒÁæ)åÁ }[}Ë'¢^{]OÁån•ā\*}ææā[}E&[{]Áœ[^Áæ)\*`æ\*^Áæn Á§n &|`å^åÁ§n Á;~~~\Bæåå^}å`{Án oc^¦•ÁæA à^|[¸ÁÅIHĒÌÌÈÁÜ^{ājå^¦KÁ,[Áæ)}`æþãææā[}Á;~ÁnædoÉcã[^Ánæþæðān•È



## 8 ]gW gg]cb#Ei Ygh]cbg3

