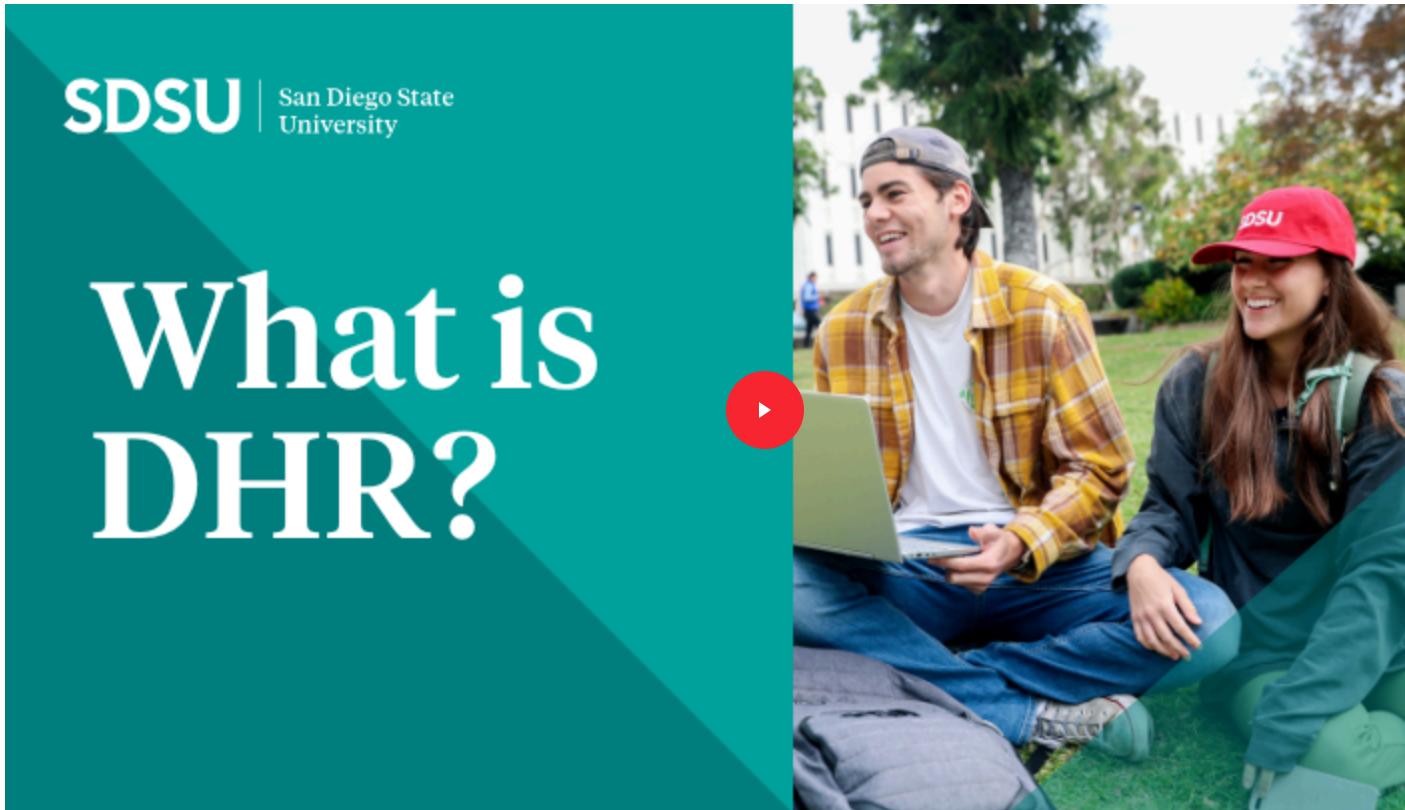


Discrimination, Harassment, and Retaliation



What is DHR?

CPHD is committed to fostering a respectful and inclusive community for all students, staff, and faculty by providing support to those who have experienced discrimination, harassment, or retaliation, as defined by the CSU Nondiscrimination Policy. The Nondiscrimination Policy governs CPHD's processes and procedures, and it is important to understand the definitions that we use when addressing concerns.



What is Discrimination?



What is Harassment?

Harassment is when someone faces unwelcome behavior verbal, nonverbal, or physical conduct engaged in because of their protected status, and it creates a hostile, intimidating, or offensive environment. For actions to be considered harassment, it must affect areas like their job, academic standing, or access to university services. It could also be harassment if the behavior is severe or widespread enough to make someone feel intimidated or stop them from participating fully in university life. The conduct can be verbal - like making offensive comments, physical - like blocking someone's way, or visual - like displaying inappropriate images. Typically, isolated incidents aren't enough to count as harassment.

[Back to Top](#)



What is Considered a Protected Status?



What is Retaliation?

Student Support Services

[Make a Report >](#)

[Access DHR Resources >](#)

Faculty/Staff Support Services

[Make a Report >](#)

[Access DHR Resources >](#)

[Your Duty to Report >](#)