



TITLE IX & INCLUSION

C H A N N E L
I S L A N D S

August 26, 2021

To: Bailey Morris

From: Rebecca Lawrence, Executive Director, Title IX & Inclusion office

Re: Response to your concerns; Expectations

Dear Bailey:

On behalf of the University, I am writing to respond to issues you (and your mother/advisor, Deborah) have raised in the emails and calls to CSUCI employees about your accommodations, complaints of discrimination/harassment, and general dissatisfaction with University procedures and activities. While you may not agree with the positions taken in this response, it is my hope that it clarifies where we stand on the significant issues raised in your emails and related matters, as well as expectations going forward. If there are additional issues that you would like addressed, please respond to me directly by email.

- **Discrimination and Conflict of Interest Allegations:** You have alleged that certain CSUCI and Chancellor's Office employees have held biases, discriminated against you, and/or had conflicts of interest in relation to your accommodations and participation in inquiries and investigations. To date, you have not presented evidence of actual bias and/or conflict of interest. At which time you do, my office will review that evidence and address it accordingly. Please note that Student Affairs staff, including DASS employees, are aware of their duty to report to my office any communication they receive that indicates an individual has been subjected to discrimination or harassment based on protected class.
- **Appropriateness of your communications:** Our office has been made aware that you have allegedly communicated with University staff by swearing at, insulting and/or attacking the personal character of staff. On September 25, 2020, you were directed by William Nutt to refrain from ad hominem arguments and personal attacks in future communication when working with University personnel. Please be advised that should you continue to criticize the character of employees or engage in otherwise disruptive communications you may be referred to the Dean of Students office for possible disciplinary action.
- **Engagement with your mother/advisor:** In the past, staff have received communications from your mother/advisor, Deborah, that did not include you or were sent on your behalf. The role of an advisor or parent is to provide support and guidance to a student, but the advisor or parent is not a stand-in for the student. As such, please be advised that communications related to your status as a student will be made directly to you, including those related to the interactive process required for accommodations and compliance processes that fall under the purview of my office. Deborah has indicated in previous emails that she removed you from an email because you find a particular topic or discussion to be stressful. Going forward, staff will not engage with Deborah in your absence or extensively with her in your presence. Instead, staff will await your outreach indicating you are ready to engage. Additionally, communications received from Deborah that are deemed inappropriate or outside of the purview of a matter will not receive a response.

- **DASS Engagement:** DASS staff are committed to engaging with you in the interactive process and providing reasonable accommodations. For this relationship to be successful, and for there to be an equitable allocation of resources, communication with DASS staff should be limited to what is necessary or required to facilitate your accommodations. Concerns about notetaking should first be addressed to notetaking@csuci.edu, and concerns about captioning first addressed to accommodations@csuci.edu. If your issue cannot initially be resolved through these channels, you should contact Valeri Cirino-Paez. As stated above, these communications must be appropriate and in accordance with the student code of conduct, and DASS will engage with you, and not your mother/advisor, in their communications.
- **Settlement Agreement:** My office is the point of contact for all questions or concerns related to the settlement agreement. This includes updates on progress, questions about terms, and allegations of breach. Staff in other areas have been directed to refer all questions and complaints related to the settlement agreement to my office.
- **Dissatisfaction with University procedures or activities:** Several offices across campus have received communications from you (and your advisor/mother) that contain statements about your dissatisfaction with University procedures and activities. Examples include dissatisfaction with Presidential communications, salaries of employees, the alleged incompetence of staff, and matters under the purview of the Chancellor's Office. Feedback from CI community members is always welcome, but offices or individuals are not obligated to provide a response or invitation for further discussion. Also, feedback from students that does not adhere to the standards laid out in the Student Code of Conduct may be referred to the Dean of Students office for possible disciplinary action.

Again, the above are the stances CSUCI has taken on issues, and on expectations for involved parties going forward. I recognize that you may disagree with many of them. Please know that the University remains dedicated to your educational pursuits and well-being and will continue to support you during your time at CSUCI. If you have questions or concerns about these or related issues, please contact me directly by email.

Regards,

Rebecca Lawrence
Executive Director, Title IX & Inclusion office