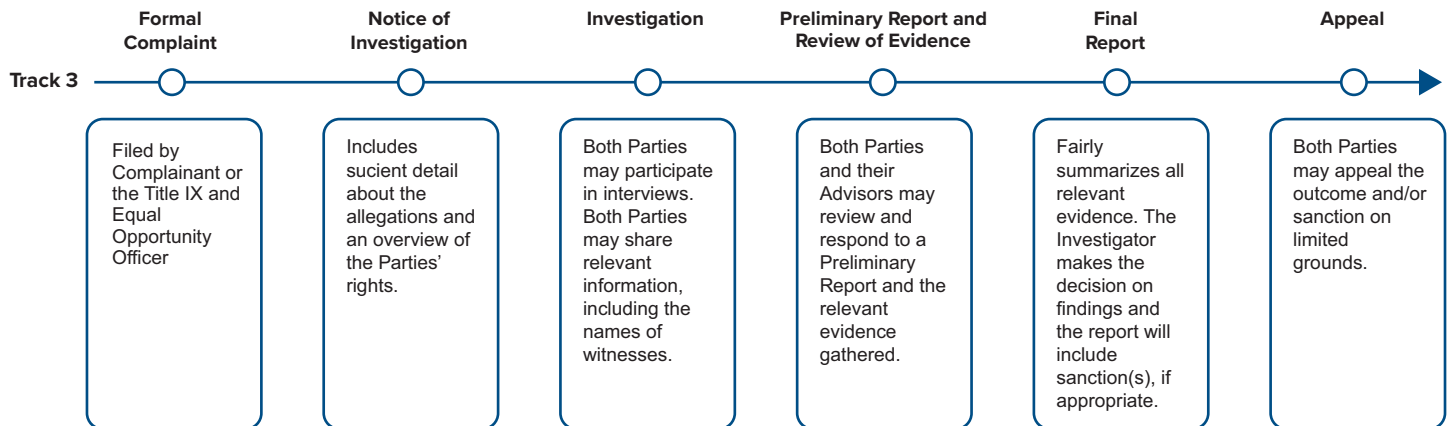


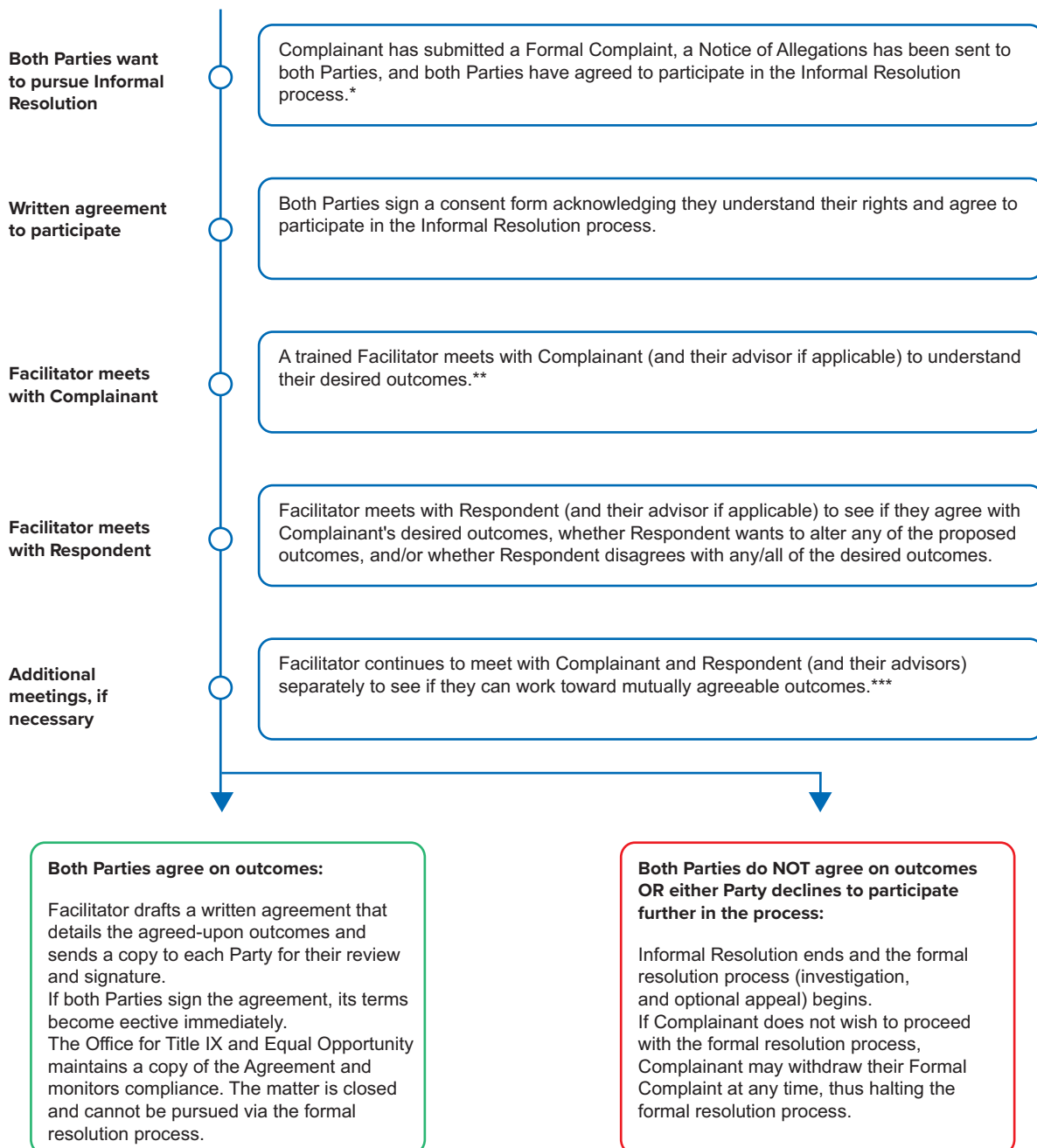
HOW SJSU HANDLES REPORTS AND COMPLAINTS INVOLVING **DISCRIMINATION AND/OR HARASSMENT** BASED ON ANY PROTECTED STATUS OTHER THAN SEX OR GENDER, AND **RETALIATION**

The applicable protected statuses include: Age, Disability (physical and mental), Genetic Information, Medical Condition, Nationality, Marital Status, Race or Ethnicity (including color, caste, or ancestry), Religion (or religious creed), Veteran or Military Status.

THE FORMAL RESOLUTION PROCESS



THE INFORMAL RESOLUTION PROCESS



* SJSU maintains discretion to determine whether a matter is appropriate for Informal Resolution.

** Complainant and Respondent never have to see or directly communicate with each other throughout this process.

*** At any point during the Informal Resolution Process, either Party may decide to stop the Informal Resolution Process and initiate the formal resolution process.

Communication and Support:

- The Office for Title IX and Equal Opportunity offers resources and supportive measures to both Parties throughout either resolution process
- Disability-related accommodations available upon request.
- The Office for Title IX and Equal Opportunity provides periodic updates to both Parties.
- The Office for Title IX and Equal Opportunity ensures both Parties comply with the Informal Resolution Agreement between the Parties.