

The Women's Issues Advisory Committee was charged by the Faculty Senate with investigating five tasks specific to the committee goal numbered 4 in the Faculty Handbook:

4. Encouraging enforcement of existing policies affecting the salaries and wages, employment and general welfare of women on campus

The Senate tasks were to investigate

1. current sexual harassment policies
2. family leave/maternity leave policies
3. availability of lactation rooms
4. gender balance in faculty/staff awards over the last decade
5. Salary equity

#### **Regarding task 1- Current sexual harassment policies on campus**

- It was found the CSU adopted the guidelines set forth by the USG BOR when it comes to the process of addressing grievances. The committee believes the process can be enhanced by simplifying the process of reporting by:
  - Making the instructions for reporting prominent and in simple language on the landing page when searched via CSU Site. This takes into consideration the psychological state of the victim.
- When reviewing the Title IX Investigation flow chart, it the committee's belief that there are potential conflicts of interest. Currently, the Title IX Coordinator is Laurie Jones, Director of HR; Deputy Title IX Coordinators Aaron "Chip" Reese VP Student Affairs & Dean of Students and Annette Brown, HR Benefits Manager
- As outlined in your handout from the US Department of Education Office For Civil Rights, when designating a Title IX Coordinator,
  - the role should be independent to avoid any potential conflicts of interest and should directly report to senior administration, such as the University President.
  - While "Title IX does not categorically exclude particular employees from serving as Title IX Coordinators, a recipient should be careful to avoid designating an employee whose other job responsibilities may create a conflict of interest. For example, designating a disciplinary board member, general counsel, dean of students, superintendent, principal or athletics director as the Title IX Coordinator may pose a conflict of interest."
- We would like to propose an updated website with reorganization of information with simplified protocol and Consideration of a non-partisan Title IX Coordinator

#### **Regarding Task 2- Investigation of Family Leave/Maternity Leave policies**

- The committee found that CSU is in compliance with the Federal standards regarding Family and Medical leave by providing the basic accommodations
- CSU employees can use own paid sick leave (& annual leave if 12-month), but this counts toward the 12 weeks FMLA leave for pregnancy/birth/adoption/newborn care.

- This means that for a one-year employee, they might have 12 days accumulated sick leave – a little over two work weeks – for paid leave, plus any annual leave (if on 12-month contract). This counts toward their 12-week total allowed under FLMA. They may then take the remainder of the 12 weeks as **unpaid** leave.
  - As a result, the majority of new parents feel the need to work just in order to make ends meet.
  - Or other instructors are take on additional courses and may be compensated with overload pay.
  - Ultimately what happens when the faculty member is away is dependent upon the department in which they reside.
  - We would like for a standardized policy to be developed regarding the expectations of course coverage while an instructor is away.
- Since the University meets minimum requirements for leave, we suggest improvements on CSU's policy (outside of sick leave and FMLA) by investigating what similar institutions have.
  - Extensions of unpaid leave seem to be possible/reasonable to 4 months/1 semester
  - University of Florida policy of advances on paid leave (to be repaid)

### **Task 3 Gender balance in awards to faculty and staff over the last decade**

- Currently being investigated by Diana Riser and Lauren King
  - Initial areas of concern are Faculty Service Awards, Research & Scholarship Awards, Faculty Development Awards, and Sabbatical
  - No recommendations as this task is still in review.

### **Task 4. Availability of Lactation Rooms**

- Section 4207 of the Patient Protection and Affordable Care Act revised the Fair Labor Standards Act by requiring employers to provide nursing mothers with 1) reasonable break time to express milk for one year after her child's birth each time such employee has need to express breast milk; and 2) a private space, other than a bathroom, that is shielded from view and free from intrusion of others, to express breast milk.
- Current recommendations are for CSU faculty to utilize their offices. There is no place for staff or for students. And many faculty offices do not meet the requirement #2 for a private space free from intrusion. Based on our findings CSU is out of compliance with Federal regulations.
- A checklist has been provided that outlines a list of things an agency MUST provide as well as some upgrades.
  - A Task Force will need to be created in order to determine the needs of the program such as
    - The number of women who are likely to use the program
    - Who should have oversight
    - What space is available
    - What additional resources should be made available?
  - The Task Force should be comprised of
    - Facility and building staff,
    - A nurse,

- A current or recent breastfeeding mother (faculty, staff, & Student)
- An administrative representative
- Any other interested parties

### **Task 5- Salary Equity**

- The salary equity study is currently being pursued by Frank Hardymon with the assistance of Stephanie DaSilva and Alan Tidwell. While this task is no longer in our prevue, we would like to request the inclusion of
  - Average Contractual Salaries by college, separated by gender
  - Average Monthly Salaries for Staff by Job Family/Unit, separated by gender

As this will assist the committee in identifying possible gaps that affect salaries and wages.

To summarize, the WIAC makes the following recommendations.

1. Website reorganization of sexual harassment reporting process
2. Appointing a non-partisan individual to hold the responsibilities of Title IX Coordinator
3. A standardized policy across campus to dictate instructor expectations and course coverage while away from campus
4. Improvements on CSU Leave policy, outside of Sick Leave and FMLA
5. Establishment of a diverse task force to investigate implementation of Lactation rooms in order to bring CSU into compliance with Fair Labor Standards.
6. The inclusion of contractual salaries and monthly salaries separated by college and job unit respectively and gender.