
SENATE COMMITTEE ON EDUCATION

Senator Sasha Renée Pérez, Chair

2025 - 2026 Regular

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Subject: Public postsecondary education: Equity in Higher Education Act: campus contact.

SUMMARY

This bill requires the California State University (CSU) Trustees and each governing board of a community college district (CCD), and requests of the University of California (UC) Regents, to designate an employee as a point of contact for the needs of lesbian, gay, bisexual, asexual, pansexual, transgender, gender-nonconforming, intersex, and two-spirit faculty, staff, and students at a branch campus, satellite location, or site other than the main campus.

BACKGROUND

Existing federal law:

- 1) Establishes Title IX, providing that, in part, “no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.” (United States Code (USC) Title 20, Chapter 38, § 1681 (colloquially known as Title IX))
- 2) Provides for various exemptions from these provisions, including for fraternities and sororities, military institutions, institutions that are traditionally male or female, and institutions controlled by religious organizations. (USC Title 20, Chapter 38, § 1681)
- 3) Outlines the required response, pursuant to Title IX, of a postsecondary higher education institution when the institution is made aware of an alleged sexual harassment incident on campus, which include a requirement for a formal complaint, a grievance procedure for an investigation into whether the incident based on a standard of evidence occurred, a hearing by which advisors are provided an opportunity to cross-examine, and a method of appealing the outcome of the grievance process. (Code of Federal Regulations (CFR) Title 34, Subtitle B, Chapter 1, Part 106, Subpart D, § 106.45)
- 4) Defines sexual harassment as a form of sex discrimination and as conduct on the basis of sex that satisfies at least one of the following:

- a) *Quid pro quo harassment.* An employee of the postsecondary education institution conditions aid, benefit, or services to a postsecondary education institution's education program or activity on the individual's participation in unwelcome sexual conduct.
- b) *Hostile environment harassment.* Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity.
- c) *Specific offenses.* Sexual assault, dating violence, domestic violence, and stalking, as defined in the USC. (CFR, Title 34, Subtitle B, Chapter 1, Part 106, Subpart A, § 106.2)

Existing state law:

- 5) Establishes the Equity in Higher Education Act (Act) to prohibit a person from being subjected to discrimination on the basis of disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic that is contained in the statutory definition of hate crimes, in any program or activity conducted by a postsecondary educational institution that receives, or benefits from, state financial assistance or enrolls pupils who receive state student financial aid. (Education Code (EC) § 66270)
- 6) Requires the CSU Trustees and the governing board of a CCD, and would request of the UC Regents, to designate an employee at each of their respective campuses as a point of contact for the needs of lesbian, gay, bisexual, asexual, pansexual, transgender, gender-nonconforming, intersex, and two-spirit faculty, staff, and students. (EC § 66271.2)
- 7) Prohibits an employee designated as a campus point of contact pursuant to #6 above from being considered a responsible employee, which means the employee does not have the duty to report sexual harassment to an appropriate school official who has that authority. (EC § 66271.2)
- 8) Prohibits an employee designated as a campus point of contact pursuant to #6 above shall not disclose confidential information provided to them by faculty, staff, or students about any alleged act of sexual harassment, sexual violence, or discrimination without the prior written consent of the person who provided the information to the designated point of contact. (EC § 66271.2)
- 9) Excludes notice to or the providing of services by the designated point of contact from being considered "actual or constructive notice" to the California community colleges (CCC), CSU, or UC alleging acts of sexual harassment, sexual violence, or discrimination, for purposes of investigations under Title IX. (EC § 66271.2)
- 10) Defines sexual harassment and sexual violence as the following:
 - a) "Sexual harassment" as unwelcomed sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature made

by someone from or in the work or educational setting in which specific conditions are met. "Sexual harassment" also includes sexual battery, sexual violence, and sexual exploitation.

- b) "Sexual violence" as physical sexual acts perpetrated against a person without the affirmed consent of the person, and these acts include rape and sexual battery. (EC § 66262.5).
- 11) Provides that no person shall be subjected to discrimination on the basis of disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, sex, color, ancestry, age, medical condition, genetic information, marital status, or any specified characteristic contained in the prohibition of hate crimes in any program or activity conducted by any postsecondary educational institution that receives, or benefits from, state financial assistance or enrolls students who receive state student financial aid. (EC § 66270)
- 12) Provides that statutes related to UC (and most other aspects of the governance and operation of UC) are applicable only to the extent that the Regents of UC make such provisions applicable. (EC § 67400)

ANALYSIS

This bill:

- 1) Requires the CSU Trustees and each governing board of a CCD, and requests of the UC Regents, to designate an employee as a point of contact for the needs of lesbian, gay, bisexual, asexual, pansexual, transgender, gender-nonconforming, intersex, and two-spirit faculty, staff, and students of a branch campus, satellite location, or site other than the main campus by complying with either of the following:
 - a) Designating an additional employee for the branch campus, satellite location, or site other than the main campus.
 - b) Requiring the designated point of contact for the main campus to hold virtual or in-person office hours every week, every month, or regularly as determined by the employee, at a branch campus, satellite location, or site other than the main campus.
- 2) Requires that the CSU Trustees and each governing board of a CCD publish the name and contact information of the designated point of contact on the internet website for the branch campus, satellite location, or site other than the main campus, and that this information be included in any printed and online directories for the branch campus, satellite location, or site other than the main campus.
- 3) Clarifies that the existing requirement for the CSU Trustees and each governing board of a CCD, and would request of the UC Regents, to designate an employee as a point of contact for the needs of lesbian, gay, bisexual, asexual, pansexual, transgender, gender-nonconforming, intersex, and two-spirit faculty, staff, and

students at each of their respective *main campuses*. Also clarifies that the existing requirement for the name and contact information of that designated employee shall be published on the internet website for the respective *main campus*, and shall be included in any of the *main campus'* printed and online campus directories.

- 4) Defines the following terms for a subdivision of this bill:
 - a) "Branch campus" as a site other than the main campus or satellite location.
 - b) "Main campus" as the campus's sole or primary teaching location.
 - c) "Satellite location" as an auxiliary classroom or teaching site within 50 miles of the main campus or a branch campus.
 - d) "Site" as a main campus, branch campus, or satellite location.
- 5) Requires that the employee designated as the point of contact for a main campus, branch campus, satellite location, or site other than the main campus shall not be the campus's Title IX coordinator.
- 6) Clarifies that the definition of those not considered responsible employees should align with Title IX (in addition to state law).
- 7) Removes language that excludes notice to or the providing of services by the designated employee from being considered "actual or constructive notice" to the CCC, CSU, or UC alleging acts of sexual harassment, sexual violence, or discrimination, for purposes of investigations under Title IX.

STAFF COMMENTS

- 1) ***Need for this bill.*** According to the author, "LGBTQ+ students, especially LGBTQ+ women, face disproportionate amounts of sexual harassment and violence on college campuses. Without access to culturally competent support, this issue will continue to worsen. ... This bill will expand upon the work done by the LGBTQ Caucus through Senate Bill 1491 (Eggman, 2024) and further ensure that there is a point of contact for our LGBTQ+ students, faculty, and staff at satellite or branch campuses of the University of California, California State University, and community colleges. ... Geography should not determine whether our students have a safe and supportive learning environment at our public institutions of higher education. Whether they are on the main campus or a satellite site, our students deserve the right to further your education without fear of discrimination, harassment, or violence."

"One gap in SB 1491 was that it did not cover satellite campuses. ... This forces students at these sites to travel to the main campus of their institution to access confidential culturally competent care. ... This can require several hours-long journeys for students depending on the location of their site. This creates serious barriers to care and support, especially for students in rural areas. ... Every satellite campus is different. Some are down the street from the main campus, and

some are in other counties entirely. ... All LGBTQ+ students in California should be able to access support no matter if they take classes at a main campus or a satellite campus.”

- 2) **Implementation update on SB 1491.** Prior to the enactment of SB 1491 (Eggman, Chapter 490, Statutes of 2024), state law requested of the UC Regents, the CSU Trustees, and the governing boards of CCDs to designate an employee at each of their campuses as a point of contact for lesbian, gay, bisexual and transgender faculty, staff, and students. In 2024, roughly 25% of CCC campuses and 17% of CSU campuses had these designated employees, according to the author.

With the enactment of SB 1491, these designated employees are now also the point of contact for the needs of asexual, pansexual, transgender, gender non-conforming, intersex, and two-spirit faculty, staff, and students (in addition to lesbian, gay, bisexual, and transgender faculty, staff, and students). As of April 2026, all UC campuses, all CSU campuses, and 93% of CCC campuses have a designated point of contact for this specified purpose. The CCCs also provided the following breakdown of the types of staff serving as a designated point of contact pursuant to SB 1491 (not counting non-respondents): 59% are administrators, 19% are faculty, 8% are classified, and 14% are part of multiple staff categories.

- 3) **Point of contact is prohibited from being a responsible employee or from disclosing confidential information without prior written consent.** Though current law does not define the specific duties and responsibilities of these designated employees, statute does indicate that these points of contact: a) serve the needs of the students specified in this bill, b) shall not be considered responsible employees, and c) shall not disclose confidential information provided to them about an alleged act of sexual harassment, sexual violence, or discrimination without the prior written consent of the person providing that information to the designated employee. Current law defines a “responsible employee” as an employee who has the authority to take action to redress sexual harassment or provide supportive measures to students, or who has the duty to report sexual harassment to an appropriate school authority who has that authority.

According to the author, these designated points of contact are intended to provide students with control over if, how, and when to start an investigation—as well as discretion over their personal stories—which is why SB 1491 prohibits these designated employees from being considered responsible employees and disclosing confidential information without an individual’s prior written consent. This bill specifically clarifies that these designated employees are prohibited from being Title IX coordinators because most Title IX coordinators are required to immediately report incidents of sexual harassment, sexual violence, or discrimination, and this may put an individual in a position to recount the harm perpetrated onto them before they may be ready to do so.

- 4) **Recent changes to Title IX regulations.** On January 9, 2025, a federal judge issued a nationwide order invalidating the Biden Administration’s 2024 Title IX regulations. According to the National Women’s Law Center, these 2024 Title IX regulations “had strengthened regulatory protections for students against sex-

based harassment, anti-LGBTQI+ discrimination, and discrimination based on pregnancy or related conditions.” This order put the 2020 Title IX regulations back into effect.

In response to this change, this bill removes language that excludes notice to or the providing of services by the designated point of contact from being considered “actual or constructive notice” to the CCC, CSU, or UC alleging acts of sexual harassment, sexual violence, or discrimination, for purposes of investigations under Title IX. Because the 2024 Title IX regulations have been invalidated, the authority to determine who is confidential is re-relegated to the institutions, and the removal of this language is intended to clarify confusion regarding which employees are considered confidential.

- 5) ***This bill requires a point of contact to be accessible to sites other than the main campus, but questions remain over the definition of those other sites.*** This bill requires the CSU Trustees and each governing board of a CCD provide a designated employee as a point of contact for the needs of the specified faculty, staff, and students at a branch campus, satellite location, or site other than the main campus for these specified faculty, staff, and students. There are 20 and 83 of these locations for the CSU and CCC systems, respectively, according to their system offices. There is diversity among branch campuses, satellite locations, and sites other than the main campus within the CSU and CCC systems, as relates to size, available educational programming, distance from the main campus, and how students use these locations.

For a few examples of that diversity, CSU Bakersfield Antelope Valley is tailored to local students transferring from a community college by offering only upper-division major courses, and the Fresno State South Valley Campus is a partnership between Fresno State and College of the Sequoias, serving transfer students from Tulare, Kings, and North Kern who cannot commute or relocate to the main campus. Some students primarily obtain their education through these sites, and they provide more comprehensive instruction and services. Other sites are relatively closer to the main campus and are not designed to be comprehensive, but a student may access libraries and student services at these locations and may use a site as a place to study away from the main campus and be closer to home.

This bill defines the terms “branch campus”, “satellite location”, and “site”, but each of the CCC, CSU, and UC system offices use terminology to describe their sites that is different from the definitions referenced in this bill. For example, the CCC Chancellor’s Office indicates that the CCC system uses the terms “college” and “educational center” (which are approved by the Board of Governors for the CCCs), which are both defined in the California Code of Regulations, and they do not use the terms defined in this bill, which are “branch campus”, “satellite location”, or “site other than main campus”. Moreover, many CSU campuses and CCDs offer dual enrollment at schools and provide education to currently incarcerated individuals in jails and prisons, and though it does not seem the intent of this bill to require compliance in these settings, it may be worth clarifying.

This bill provides flexibility for CSU campuses and CCDs to comply with this provision at their branch campus, satellite location, or site other than the main

campus by either: (1) designating an additional employee for these additional sites, or (2) requiring the designated point of contact of the main campus to hold virtual or in-person office hours at a regular interval determined by the employee. It is likely that most CSU campuses and CCDs would comply with this bill by requiring the point of contact of the main campus to offer virtual office hours. This bill also requires the name and contact information of the designated point of contact to be published on the website for the branch campus, satellite location, or site other than the main campus.

The committee may wish to consider the following regarding the reach of this bill to sites other than a college's main campus:

- a) *For the requirements of this bill relating to a branch campus, satellite location, or site other than the main campus, these terms may mean something different for each segment. Moreover, many colleges may have a presence in school districts, prisons and jails, medical centers, or other locations, and the author may wish to clarify if there are specific settings not intended to be included in this bill's scope and/or more narrowly define these locations. Though this bill's definitions are general and intended to be broad to apply to all three segments, it may create confusion with implementation unless these terms are further refined.*
- b) *Currently, the definitions of "branch campus" and "site" appear to have overlapping definitions, which may create confusion. Whereas a site is defined as a main campus, branch campus, or satellite location, a branch campus is defined as a site other than the main campus or satellite location, and this may be viewed as a circular definition.*
- c) *Depending on how broadly this bill is defining the locations for which a designated point of contact is required, this bill's notification requirements may be difficult to administer if some locations do not have their own dedicated website to publish the name and contact information of the designated point of contact.*

6) *Prior and Related Legislation.*

SB 1491 (Eggman, Chapter 490, Statutes of 2024) makes the following changes: (1) requires the CSU Trustees and the governing board of each CCD to designate an employee at each of their respective campuses as a point of contact for the needs of lesbian, gay, bisexual, asexual, pansexual, transgender, gender-nonconforming, intersex and two-spirit faculty, staff, and students at the respective campus; (2) requires the point of contact to be a confidential employee, as specified; (3) requires the CSU Trustees and the governing board of each CCD to adopt and publish policies on harassment, intimidation, and bullying and include these policies within the rules and regulations governing student behavior; and (4) requires California Student Aid Commission (CSAC), beginning with the 2026-27 school year, to provide written notice to students who receive state financial aid whether their college or university has a religious school exemption from Title IX.

SB 1146 (Lara, Chapter 888, Statutes of 2016) requires a postsecondary educational institution that claims a religious exemption from federal Title IX of the Education Amendments of 1972 or the California Equity in Higher Education Act to be accompanied by specified disclosures. SB 1146 also requires that related materials be submitted to, and posted by, CSAC on its website, as specified.

AB 620 (Block, Chapter 637, Statutes of 2011) establishes the Sexual Orientation and Gender Identity Equity in Higher Education Act which (1) adds the attributes of sexual orientation, gender identity, and gender expression to existing nondiscrimination laws affecting postsecondary educational institutions, programs, and requirements; (2) requires the CSU Trustees and requests the UC Regents and the governing board of each CCD to take specified actions related to data collection, campus services and policies; and (3) encourages the Legislative Analyst's Office to undertake specified related activities.

AB 2987 (Ortega, Chapter 205, Statutes of 2024) requires each campus of the CSU and the CCCs, and requests each campus of the UC to provide (1) status updates on complaints of sex discrimination, including, but not limited to, complaints of sexual harassment, to complainants and respondents; and (2) a notification of the disciplinary action to the respondent and complainant, within five business days of a decision of disciplinary action being made against a respondent in response to a complaint of sex discrimination.

AB 810 (Friedman, Chapter 673, Statutes of 2024) (1) requests the governing board or body of an independent institution of higher education that receives state financial assistance, as part of the hiring process for specified positions, to require an applicant to disclose any final administrative decision or final judicial decision issued within the last seven years determining that the applicant committed sexual harassment; (2) requires the governing board of CCDs and the CSU Trustees (and requests of the UC Regents), to require an applicant for an specified position to sign a release form that authorizes the release of information by the previous employer concerning any substantiated allegations of misconduct and, (3) requires the UC, CSU, CCCs, independent institutions of higher education, and private postsecondary educational institutions, during the process to authorize a volunteer in an athletic department, to contact the current or former employer to determine if the applicant violated any employment policies.

AB 1575 (Irwin, Chapter 808, Statutes of 2024) authorizes students who receive a disciplinary notification the right to have an adviser of their choosing and requires postsecondary education institutions to provide training for the aforementioned adviser.

AB 1790 (Connolly, Chapter 86, Statutes of 2024) requires the CSU to implement the recommendations provided in a 2023 California State Auditor (CSA) report related to the CSU's handling of allegations of sexual harassment.

AB 1905 (Addis, Chapter 813, Statutes of 2024) requires the CCCs, CSU, and the UC, as a condition of receiving state financial assistance, to each adopt a written policy that prohibits an employee from being eligible for retreat rights and from receiving a letter of recommendation if the employee is the respondent in a sexual

harassment complaint where a final determination has been made, the employee resigned, or the employee enters into a settlement with the institution.

AB 2047 (Mike Fong, Chapter 693, Statutes of 2024) requires the CSU and the UC to establish a systemwide Title IX office, a systemwide Office of Civil Rights (OCR), a position of civil rights officer, and establishes duties for the systemwide OCR, the civil rights coordinator, and Title IX coordinator.

AB 2048 (Mike Fong, Chapter 694, Statutes of 2024) requires the CCC Chancellor, in consultation with stakeholders, to submit a report to the Legislature by December 1, 2025, with recommendations for establishing systemic campus reforms that effectively prevent, detect, and address sexual harassment on CCC campuses.

AB 2326 (Alvarez, Chapter 827, Statutes of 2024) recasts and modifies statutes that specify which individual or office within each public higher education segment is responsible for ensuring campus programs are free from discrimination, and who has the authority to oversee and monitor compliance with state and federal laws related to anti-discrimination, specifically including sexual harassment.

AB 2407 (Hart, Chapter 830, Statutes of 2024) requires the CSA to report (1) by September 1, 2026, and every three years thereafter, the results of an audit of the ability of the CSU, and the UC to address and prevent sexual harassment on campus; and, (2) by September 1, 2028, and every five years thereafter, the results of an audit of a sample of no less than three CCDs.

AB 2608 (Gabriel, Chapter 110, Statutes of 2024) expands currently required annual training for students on sexual violence and sexual harassment to also include topics related to alcohol- and drug-facilitated sexual assault and confidential support and care resources for situations that arise as a result of an act of sexual violence and/or sexual harassment.

SB 1166 (Dodd, Chapter 883, Statutes of 2024) (1) expands the scope of a currently-required CSU report containing a summation of the activities undertaken by each campus and by the systemwide Title IX office to also include outcomes of appeals, a list of personnel who are exempt from being a “responsible employee”; and, (2) requests the UC and requires each CCD to submit a similar report.

SUPPORT

Equality California (sponsor)
Alliance for TransYouth Liberation
California Legislative LGBTQ Caucus
CFT – A Union of Educators & Classified Professionals, AFT, AFL-CIO
Courage California
EI/La Para TransLatinas
Gender Affirming Professionals
LGBTQ+ Inclusivity, Visibility, and Empowerment
Lyon-Martin Community Health Services
PFLAG Sacramento

Public Counsel
Rainbow Families Action Bay Area
San Diego Pride
The Source LGBT+ Center
The TransLatin@ Coalition

OPPOSITION

None received

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