

Dear colleagues,

Around the nation, throughout California and in our communities, there is a growing movement to help victims of sexual assault and sexual harassment move out of the shadows and for organizations like ours to proactively address these issues in an honest and compassionate way.

As leaders of our colleges, it is our responsibility not just to reinforce our organizational values – which are clear and resolute in our support of victims and whistleblowers of crimes of this nature – but to take action that helps to ensure the type of environment that we expect for our students, faculty and staff.

To that end, we want to share with the entire Los Rios community the steps we are taking to guarantee a safe and welcoming environment for all students and employees:

- We are expanding our district requirement for **mandatory sexual harassment prevention training** to ensure that ALL Los Rios employees receive appropriate training on these issues on a regular basis.
- We have begun a **comprehensive review of relevant district policies and procedures** with the goal of identifying areas for emphasis and improvement.
- We have added **additional HR support** for investigating allegations of harassment and discrimination, including Title IX issues.
- Students now complete a **video training on sexual violence intervention and prevention** called “Not Anymore.” This training is available for faculty and staff as well.
- We will continue to build on our **innovative partnership with WEAVE** to bring confidential expertise to our campuses on a consistent basis.

We look forward to working with all of you to help educate our students and colleagues about available resources in this area. Learn more about the WEAVE Confidential Advocate program, including what steps you should take if you or someone you know is the victim of a sexual crime, when support is available on campus and how to access additional community resources at the district’s [web page](#) on this topic. Additional resources and information are also available at [WEAVE’s website](#).

We remain committed to keeping every student and employee in the Los Rios community safe and empowering each and every individual to report inappropriate or offensive behavior immediately without fear of retaliation or retribution. Together, we can continue to build a culture of respect and integrity in our institutions for generations to come.

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