COMMUNICATION TO INCLUSION, DIVERSITY, EQUITY, AND ACCESS

“Mutual Respect” is one of the core values of Concordia University. At Concordia we respect the rights, dignity and worth of all people, acknowledging that people of every race, tribe and nation have been created by God and redeemed by Jesus Christ to live in harmony with one another.

We attempt to live out that core value by welcoming to our student body and supporting students from a wide variety of cultures, socioeconomic backgrounds and religious traditions, and with differing degrees of physical and emotional abilities and needs.

We believe that a student body made up of students who represent a variety of backgrounds, experiences and perspectives strengthens our campus community and provides a rich environment for dialogue, debate and learning. In such a rich educational environment, students learn what they have in common and what unites them as well as learn what makes them unique individuals who bring differing perspectives to bear on their interactions with one another and with their professors.

Concordia University is becoming intentionally more and more diverse and is committed to supporting increased diversity within its student body, faculty and staff.

Kurt Krueger, PhD
President - Concordia University Irvine

Concordia University Irvine Athletics Commitment to Inclusion, Diversity, Equity, and Access
Concordia University Irvine’s Athletics Department believes in and is committed to inclusion, equity, and access among its diverse student-athletes, coaches, administrators, and visitors. We seek to establish and maintain an inclusive culture that fosters equitable participation and opportunity for student-athletes and career development and opportunities for coaches and administrators with diverse backgrounds, experiences, and perspectives. Diversity and inclusion improves the learning environment for all student-athletes and enhances the excellence within the University community.

NCAA’s Statement on Inclusion
As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches, administrators, and visitors. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improve the learning environment for all student-athletes and enhance excellence within the Association.
-Adopted by the NCAA Executive Committee, April 2010
http://www.ncaa.org/about/resources/inclusion

NCAA’s Commission to Combat Campus Sexual Violence
A positive and thriving athletics team culture that revolves around respect and empathy for all, fostering a climate in which all feel that they are respected, valued and contributing members of their teams, athletic programs and institutions; and creating an environment in which students (athletes and non-athletes alike) feel safe and secure, both emotionally and physically, and are free of fears of retaliation or reprisal. The positive culture exuded by a member institution’s NCAA teams is the catalyst for a positive culture across an entire campus.
NCAA Board of Governors, Policy on Campus Sexual Violence. Adopted August 8, 2017
CUI’s Athletics Department is fully knowledgeable about and integrated in overall campus policies and processes addressing sexual violence prevention and acts of sexual violence, particularly those related to adjudication and resolution of matters related to sexual violence.

a. Title IX Coordinator meets with all coaches and athletics staff to discuss in detail Bystander Intervention and Title IX education focused on sexual misconduct and gender equity.

b. Title IX Coordinator meets with Student Athlete Advisory Committee (SAAC) to discuss in detail Bystander Intervention and Title IX education focused on sexual misconduct and gender equity.

c. Title IX Coordinator meets with individual athletics teams to discuss in detail Bystander Intervention and Title IX education focused on sexual misconduct and gender equity.

d. NCAA brochures are available in the Athletics Office for coaches, staff, and student-athletes.

2. CUI’s Athletics Department reviews annually the most current Checklist Recommendations of the NCAA Sexual Violence Prevention Toolkit, using it as a guide with resources to conduct ongoing, comprehensive education for student-athletes, coaches and athletics administrators.

a. The IDEA Committee works to develop effective strategies to develop a supportive campus climate regardless of ethnicity or culture, race, socioeconomic status, ability, gender, gender identity/preference, age, or religion.

3. CUI’s Athletics Department utilizes our platform to serve as leaders on campus through engagement in and collaboration on efforts to support campus-wide sexual violence prevention initiatives. This includes involving student-athletes in prevention efforts in meaningful ways across the campus, including encouraging use of leadership roles on campus to support such efforts.

a. CUI Athletics Department selects a student-athlete volunteer from men’s and women’s team to go through Green Dot Training. These student-athletes go back to their teams and provide peer education on bystander intervention. Athletics programs are active in participating in campus-wide events focused on sexual assault awareness and bystander intervention.

4. CUI’s athletics department cooperates with University investigations into reports and matters related to sexual violence involving student-athletes and athletics department staff in a manner compliant with institutional policies for all students.

Title IX Chief and Deputy Coordinators
CUI’s Title IX Chief Coordinator is responsible for overseeing the development of sexual misconduct policies, ensuring compliance with Title IX and relevant federal and state regulations, and investigating Title IX complaints alleging student sexual misconduct. The Title IX Coordinator will oversee investigations of sexual misconduct by employees and third parties. The Title IX Coordinator will accept Title IX incident reports and will ensure athletics equity compliance. Questions regarding Title IX, as well as concerns about complaints of non-compliance (including complaints of sexual harassment, sexual assault, sexual violence, or other sexual misconduct), should be directed to the Title IX Coordinator. Please visit Concordia University’s Title IX webpage and the Sexual Misconduct Policy for detailed information.

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