

**RESOLUTION OF THE BOARD OF DIRECTORS OF TORO AUXILIARY PARTNERS
APPROVING THE TORO AUXILIARY PARTNERS NON-DISCRIMINATION, HARASSMENT AND
RETALIATION POLICY**

- WHEREAS,** Toro Auxiliary Partners (TAP) is committed to providing a work and program environment that is free from unlawful discrimination, harassment, and retaliation and that complies with applicable federal and state civil rights laws and California State University policies; and
- WHEREAS,** TAP's Employee Handbook currently includes nondiscrimination and anti-harassment provisions that are primarily employee facing and do not function as a comprehensive governance level standard applicable to all individuals who interact with TAP; and
- WHEREAS,** the CSU Chancellor's Office has emphasized the importance of auxiliary organizations adopting clear, board approved nondiscrimination and retaliation standards that extend beyond employees to other covered parties; and
- WHEREAS,** TAP's proposed Non-Discrimination, Harassment and Retaliation Policy is drafted as a standalone, board level policy that expands on existing handbook language, defines prohibited conduct, identifies the individuals and activities covered, and sets out reporting and response expectations; and
- WHEREAS,** the Executive Committee has reviewed the proposed Non-Discrimination, Harassment and Retaliation Policy and recommends its adoption by the Board of Directors;

THEREFORE, IN CONSIDERATION OF THE FOREGOING, IT IS RESOLVED AS FOLLOWS:

- RESOLVED,** that the Board of Directors of Toro Auxiliary Partners hereby approves and adopts the Toro Auxiliary Partners Non-Discrimination, Harassment and Retaliation Policy as presented; and
- RESOLVED,** that the Board directs that TAP's Employee Handbook and other applicable internal documents be updated, as needed, to reference the Non-Discrimination, Harassment and Retaliation Policy and remain consistent with its terms; and
- RESOLVED,** that the Chief Human Resources Officer of Toro Auxiliary Partners, or designee, is authorized and directed to implement the policy, communicate it to all covered individuals, maintain appropriate reporting channels and records, and coordinate periodic review to ensure continued alignment with CSU and legal requirements.

Adopted this 18th day of December 2025.

Nicole Harper RAWLINS
Nicole Harper RAWLINS (Jan 6, 2026 13:59:37 PST)
Nicole Harper Rawlins, Chair
CSUDH Toro Auxiliary Partners
Board of Directors

Attest: Patrick West
Patrick West (Jan 8, 2026 17:41:16 PST)
Pat West, Vice Chair
CSUDH Toro Auxiliary Partners
Board of Directors