**Acknowledging Victims' Harm Resulting from Sexual Harassment by Frank Lamas and Affirming Support of Victims by the Campus Community**

1. **RESOLVED:** The Academic Senate of California State University, Fresno, formally acknowledge the allegations of sexual misconduct made against Dr. Frank Lamas in the time period of 2014-2019 while he held the position of Vice President of Student Affairs at California State University, Fresno; and be it further
2. **RESOLVED:** The Academic Senate of California State University, Fresno hereby recognize that inappropriate actions taken by then-President Joseph I. Castro in complicity with other administrators and managers under his direct and indirect supervision were taken in response to complaints of sexual misconduct by Dr. Frank Lamas, which further contributed to and exacerbated the harm experienced by victims; and be it further
3. **RESOLVED:** The Academic Senate of California State University, Fresno formally acknowledges and affirms the rights of victims of sexual assault. These rights include victims’ right to be free from sexual assault, sexual harassment, and/or other forms of sexual misconduct. In addition, victims have a right to be free from persecution, threats, coercion, and any form of intimidation intended to silence or dissuade victims (and/or and other personnel with knowledge of such misconduct) from reporting these crimes or following prescribed protocols as outlined by California State University, Fresno policies and/or Title IX; and be it further
4. **RESOLVED:** Academic Senate of California State University, Fresno further acknowledges that victims of sexual harassment have a right to equal protection under the law. As such, adequate protections shall be implemented to reassure victims’ that their concerns and complaints are taken seriously and addressed accordingly with care and without fear of retaliation; and be it further
5. **RESOLVED:** Academic Senate of California State University, Fresno contends that former-President Castro deliberately, willfully, and in complicity with others under his direct and indirect supervision did not take steps to adequately “eliminate, prevent, and remedy” the alleged misconduct by Dr. Lamas consistent with Title IX Notice of Non-Discrimination for Students. The resulting harm and consequences experienced by victims of this matter whether through direct or indirect victimization resulted not only from the initial misconduct perpetrated by Dr. Lamas, but also due to an abdication of responsibility on behalf of then-President Castro; and be it further
6. **RESOLVED:** That the Academic Senate of California State University, Fresno distribute this resolution to

* CSU Board of Trustees,
* CSU Chancellor,
* CSU Fresno President Saul Jimenez-Sandoval,
* The Academic Senate of the California State University (ASCSU),
* The Academic Senates of our 22 sister campuses in California State University system.
* California Faculty Association (CFA),
* CSU Board of Trustees,
* California Senate Education Committee,
* California Assembly Higher Education Committee

**RATIONALLE:** Other victims of sexual harassment were likely discouraged from bringing forth similar allegations because of the manner in which the aforementioned misconduct was handled.

**RATIONALLE:** The campus community at California State University Fresno was initially misled and misinformed concerning the departure and retirement of Frank Lamas, and thereby encouraged to wish him well in leaving.

**RATIONALLE:** A lack of transparency constitutes a failure of process thereby delegitimizing the public trust among our campus community and victims as well.

**RATIONALLE:** This abdication of responsibility facilitates the corruption of our moral culture thereby promoting a culture of corruption within our University indicative of a lack of transparency, dishonesty, non-disclosure agreements, and failure to adhere to prescribed policies and procedures designed to address sexual misconduct.