

From: Provost & Vice President for Academic Affairs <Provost@csusb.edu>

Sent: Tuesday, August 26, 2025 5:00 PM

To: Faculty <faculty@groups.csusb.edu>

Cc: Jenna Aguirre <jenna@csusb.edu>; Sandy Bennett <Sandy.Bennett@csusb.edu>; AJ Hernandez <ahernand@csusb.edu>; Janette Garcia <jygarcia@csusb.edu>

Subject: Reminder: Mandatory Trainings

Importance: High

Dear Faculty Colleagues,

I understand that mandatory trainings can feel repetitive and superfluous, especially when they recur each year and feature the same training module year after year. Nevertheless, these trainings are required for *all* CSUSB employees (including staff and management personnel) and that requirement stems from federal, state, and CSU system policies. In other words, these are NOT local campus decisions. In addition to their obligatory nature, these trainings can strengthen our shared awareness of critical compliance, safety, and equity standards that protect our campus community. They also help ensure that our faculty and staff remain informed of the laws and responsibilities that guide our work.

That's a long way of saying that **I'm asking you to complete these mandatory trainings as soon as possible** and, despite how they may feel sometimes, they're not entirely pointless exercises.

Beyond their substantive significance, failure to achieve widespread campus compliance can result in serious legal repercussions for the university, including fines, penalties, and exposure to lawsuits.

Thank you for your attention to this important matter and for your continued commitment to a safe, inclusive, and compliant learning environment.

Wishing you a healthy, safe, and productive 2025-2026 academic year.

Sincerely,

-Rafik

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A. Rafik Mohamed, Ph.D.

Provost and Vice President for Academic Affairs
California State University, San Bernardino