STATE CAPITOL
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SACRAMENTO, CA 94249-0115

California Legislature

November 6, 2026

Dr. Mildred García
Chancellor
California State University
401 Golden Shore
Long Beach, CA 90802

Dear Chancellor García:

We write to express our concern that the California State University (CSU) Board of Trustees granted outgoing CSU San Bernardino President Tomás Morales the title of president emeritus and a transitional assignment in the CSU's executive transition program despite the President being the subject of sex discrimination and harassment complaints that resulted in a historic $12 million civil settlement against the CSU system. In the spirit of the Legislature's work to hold higher education institutions accountable for preventing and addressing sex discrimination on campus, including AB 1905 (Addis, Chapter 813, Statues of 2024), we request information, detailed below, about how these complaints were investigated and how the Board came to the decision to grant the transitional assignment.

The allegations in *Weber, Rogers v. Board of Trustees of the California State University* are substantial and troubling. Two high-level female administrators allege that they were harassed and discriminated against by President Morales and those in his administration while working at CSU San Bernardino. Specifically, a former Vice Provost of Academic Affairs and a former Associate Dean were awarded $12 million to settle their claims that they were forced out of their jobs after reporting sex-based discrimination, harassment, unequal pay, and retaliation. Reportedly, this represents the largest employment discrimination settlement in CSU history.

Despite this historic settlement, the CSU announced that President Morales will receive the prestigious title of president emeritus and a transitional assignment through the CSU's Transition II Program. Given the serious allegations against President Morales, we are concerned that providing these privileges undermines trust in CSU leadership and disincentivizes future survivors from speaking out against systemic misconduct, especially at a time when there is a national reckoning with sexual violence.

According to the United States Equal Employment Opportunity Commission (EEOC), sex discrimination is when someone, in this case an employee, is treated unfavorably because of their sex. Under the law, discrimination is prohibited in any aspect of employment, including hiring, firing, pay, job assignments, promotions, and any other term or condition of

employment. Despite this, the lawsuit alleges that President Morales was known to engage in discriminatory behavior, including:

- Refusing to provide female employees equal pay compared to their male colleagues for substantially similar or identical work.
- Holding female employees to higher standards than their male colleagues.
- Passing over female employees for promotions in favor of their less-qualified male colleagues.
- Refusing to use female employees' correct job titles, using less prestigious or incorrect titles, and refusing to call them by their names.
- Subjecting female employees to hostile rants, meritless criticism, undermining, and intimidation that male colleagues were not subjected to.

In addition, the lawsuit describes retaliatory behavior including:

- Initiating retaliatory investigations targeting female employees who raised concerns.
- Stripping one complainant of her core job duties after she reported insubordination from a male subordinate and reassigning those duties to the male subordinate.
- Directing the complainants to tell students and colleagues that they were resigning and telling them that they would be fired if they refused (resulting in one complainant resigning out of fear for her career and the other being fired).

This retaliatory behavior was so pervasive that another CSU executive testified, under penalty of perjury, that the President had a well-known practice of forcing female employees to resign or retire if they reported workplace concerns. In fact, multiple CSU employees corroborated the behavior described in the lawsuit.

The complainants in this lawsuit took a significant personal and professional risk in reporting this harassment and discrimination, putting their careers on the line to seek justice. Providing the former President with a high-paying transition job sends a troubling message—that taking the risk of reporting misconduct by those in positions of power will result in no real consequences, even when there is clear evidence of wrongdoing.

In 2024, the Legislature passed the "A Call to Action" legislative package to strengthen prevention, oversight, and accountability for sex-based discrimination and harassment at California's public higher education institutions. This package included AB 1905, which tightened restrictions on post-employment privileges like retreat rights and letters of recommendation for administrators that engaged in sex-based discrimination and harassment. Providing emeritus status and transitional positions to executives who engaged in this behavior directly undermines the intent of AB 1905 and other similar reforms.

Continuing the Legislature's work to hold higher education institutions accountable for their obligation to prevent and address sex-based discrimination on their campuses, we request that you provide answers to the following questions:

1. Does the behavior described in the lawsuit constitute sex-based discrimination for employees per the CSU's definition?

2. Was this case investigated for retaliation in addition to sex-based discrimination?
3. Does the behavior described in the lawsuit constitute retaliation per the CSU's definition?
4. What specific criteria does the CSU use when evaluating whether being the subject of a lawsuit for sex-based discrimination and/or harassment that results in settlement disqualifies an executive from receiving transition benefits?
5. Has the CSU conducted any additional investigation to ascertain if there are additional incidents of sex-based discrimination in employment throughout the system?

A track record of discrimination, harassment, and retaliatory behavior should preclude an executive from being granted any special privileges, including honorary titles and transitional positions. The CSU must prioritize justice, accountability, and safety for its students, faculty, and staff rather than protecting high-level leaders who have engaged in serious misconduct.

We look forward to your response.

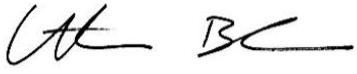
Sincerely,



Dawn Addis
Assemblymember, District 30



Jessica Caloza
Assemblymember, District 52



Catherine Blakespear
Senator, District 38



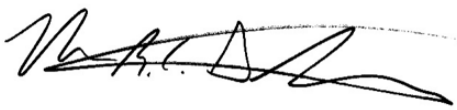
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Assemblymember, District 40



Mike Fong
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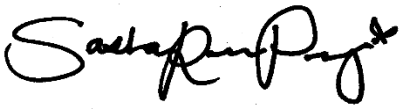
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Assemblymember, District 28



Sasha Renée Pérez
Senator, District 25