

From: [University Affairs](#)
To: [University Affairs](#)
Subject: Withdrawal from the National Association of Intercollegiate Athletics (NAIA) and California Pacific Conference (Cal Pac)
Date: Friday, September 20, 2024 3:38:48 PM
Attachments: [image001.png](#)



This is to inform the campus community about my decision to end Cal Maritime's affiliation as a member institution with the National Association of Intercollegiate Athletics (NAIA) and the California Pacific Conference (Cal Pac). I have made this decision in response to NAIA's recent adoption of its Transgender Participation Policy, which is in direct conflict with California state law, California State University (CSU) policy, and our university values.

As of June 30, 2025, Cal Maritime will no longer be a member institution of the NAIA and the Cal Pac. NAIA's Transgender Participation Policy is in direct conflict with California Education Code Section 66270, with which the CSU must comply. This law states:

No person shall be subjected to discrimination on the basis of disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any characteristic listed or defined in [Section 11135 of the Government Code](#) or any other characteristic that is contained in the prohibition of hate crimes set forth in [subdivision \(a\) of Section 422.6 of the Penal Code](#), including immigration status, in any program or activity conducted by any postsecondary educational institution that receives, or benefits from, state financial assistance or enrolls students who receive state student financial aid.

The NAIA policy categorically bans certain student-athletes from athletic competition. CSU's Interim Non-Discrimination Policy defines "discrimination" as:

Discrimination is conduct that causes harm to a Complainant based on their actual or perceived Protected Status within the CSU's educational programs, activities, or employment, which results in the denial or limitation of services, benefits, or opportunities provided by the CSU.

As outlined in the Interim CSU Non-Discrimination Policy, we are committed to an inclusive and equitable community that values diversity and fosters mutual respect. All students and employees have the right to participate fully in CSU programs, activities, admission, and employment free from discrimination, harassment, sexual misconduct, sexual exploitation, dating violence, domestic violence, stalking and retaliation.

Yesterday afternoon, I met with many student-athletes, coaches, and Athletics staff to inform them of the decision. They were informed that we anticipate that the 2024-25 intercollegiate seasons or competition calendars will continue as planned for the remainder of the current academic year. I also reassured our student-athletes that all current athletic scholarships will continue to be honored based on the terms of each individual scholarship.

We are exploring and reviewing all alternative conferences and competition options. This review will be informed by the future decisions of the CSU Board of Trustees in November regarding the integration of Cal Maritime and Cal Poly. Should the integration be approved, the start of the integration process will coincide with our departure from NAIA and Cal Pac in June 2025.

If you have questions regarding Cal Maritime's withdrawal from NAIA and Cal Pac, please contact Karen Lee Yoder, Director of Athletics and Physical Education.

Over the next several months, there will be many opportunities for us to support our student-athletes as they compete against other institutions. Please consider attending their games and competitions. Thank you.

Respectfully,
Mike

Michael J. Dumont, J.D.
Interim President



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