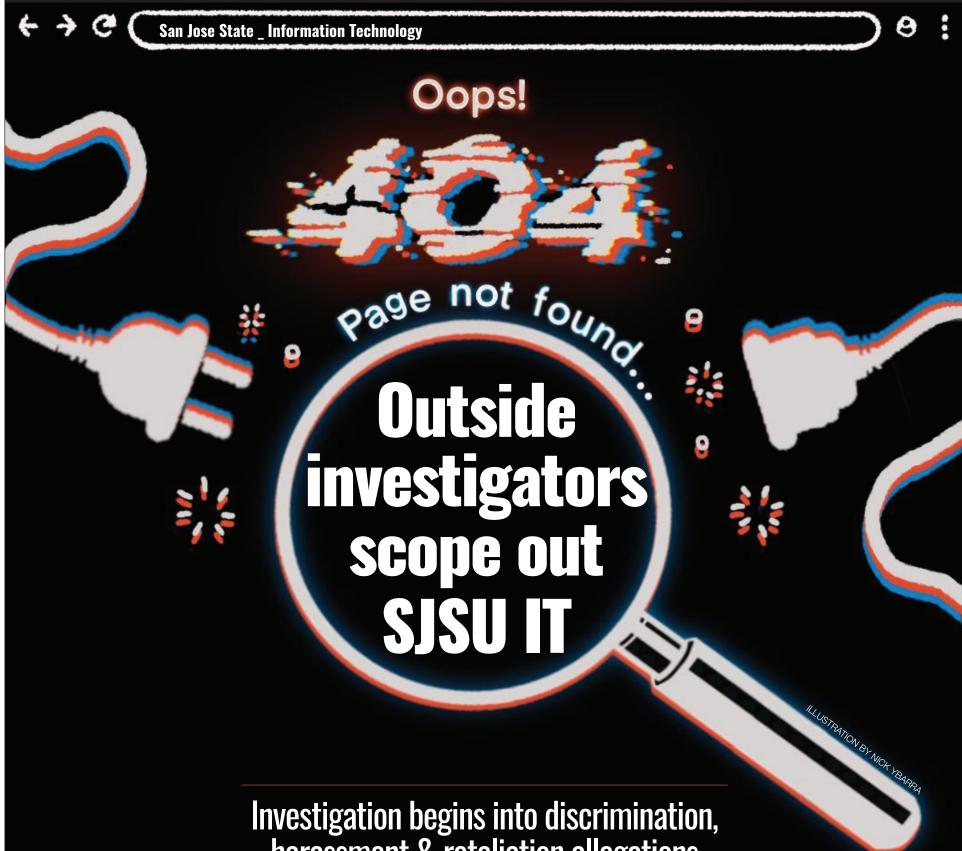






Volume 158 No. 25

IT INVESTIGATION



harassment & retaliation allegations after multiple IT affiliates file complaints

By Bryanna Bartlett PRODUCTION EDITOR

Roger Gonzalez walked into his office on Nov. 8, 2021 not expecting to be fired.

"They caught me completely flat footed . . . I was told 'You're done. We're canceling the contract. We're all done and we don't have any money . . . We have no positions available and there is nothing that you're qualified here to do,' " Gonzalez alleged in a Dec. 9, 2021 Zoom call.

He was one of three former San Jose State Information Technology (IT) employees who formally filed discrimination, harassment and retaliation claims between November-December 2021, according to complaint documents obtained by the Spartan Daily.

Those former IT employees all said they were notified of an investigation into their allegations in early January by outside investigators, who told them more complainants are involved.

Gonzalez, former SJSU IT project consultant, believes he was wrongfully terminated and alleged the reasons given by IT management were "blatant lies," according to his complaint document.

Bob Lim, SJSU IT chief information officer and vice president, and IT Associate Vice President Kara Li are the individuals in question in the complaints.

Gonzalez, who started in March 2021, said when he asked when his last day was, he was allegedly told: "right now," according to his formal complaint.

Jason Dillon, former interim associate vice president and director of IT infrastructure and operations, said Lim and Li held a staff meeting hours after Gonzalez was fired in November. Dillon, who was terminated on March 7, alleged Lim and Li announced new director positions including the director of digital transformation, which was previously promised to Gonzalez.

He alleged Lim and Li also explained to the staff that they didn't have to use university funding, grants or reserves to open the roles because they had "so much" remaining in their IT budget, contradicting what they told Gonzalez hours earlier about not having funds for his position.

Gonzalez worked on three IT projects and was allegedly told by Lim and Li on "multiple occasions" that he'd be given the director of digital transformation position, according to his formal complaint.

"I had those three projects that were huge projects and [Li] just ripped them out from under me [on my last day] . . . basically she smiled at me and said 'this is contracting, sorry,' " he alleged, adding that the projects were already well underway and vendors were onboard.

Cisco, one of the vendors, is a multinational technology corporation that makes and sells networking hardware, software, telecommunications equipment and other high-technology services and products, according to its website.

Gonzalez worked as a Cisco project manager mentor from 2014-21. He believes it was "blatantly untruthful, disrespectful ... discriminatory," when Lim and Li allegedly said he was unqualified.

INVESTIGATION | Page 2



NOMINATE YOURSELF OR A FELLOW STUDENT. DEADLINE: FRIDAY, MARCH 25, 11:59PM

SELF-NOMINATION FORM: bit.ly/AS55selfnomination NOMINATE A SPARTAN FORM: bit.ly/AS55nominateafellowspartan

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Associated Students Awards

Questions? Contact Nina Chuang, A.S. Vice President, at nina.chuang@sjsu.edu.

INVESTIGATION

Continued from page 1

Dillon said Cisco is a technology industry powerhouse. "Without Cisco, we do not have IT at SJSU," he said.

Outside investigation

Lisa Millora, SJSU vice president for strategy and institutional affairs and chief of staff, sent a legal hold notice on Jan. 7 to eight former employees and Lim and Li. The legal hold ensures preservation of all documents relevant

to the outside investigation. "[SJSU] has reason to believe legal proceedings could be initiated relating to alleged discrimination, harassment and/or retaliation within [IT]," Millora stated in the memo obtained by the Spartan Daily. "The fact you are receiving this memo does not necessarily mean you are involved in this matter. However, the University has a legal duty to preserve evidence, confidentiality as instructed by the University while they are whether printed or electronic, that might become relevant to handling the matter." any proceedings."

of 13 total formal complaints from eight former IT employees

as of March 16, about three months since the investigation began. Dillon, John and Gonzalez's allegations are documented in these formal complaints and U.S. Equal Employment Opportunity Commission (EEOC) filings respectively, according to their complaint documents.

The Interim California State University Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking and Retaliation bans discrimination and harrassent of protected statuses including age, race, physical or mental disability,

gender or sex, veteran or military status and much more, according to its webpage.

That policy also prohibits retaliation for exercising rights under the policy, opposing discrimination or harassment or for participating in any related investigation or proceeding, according to the CSU policy webpage.

An EEOC charge is a signed statement claiming that an employee was discriminated or retaliated against by an employer and the situation requires federal remedial action, according to the EEOC website.

Dillon, who was an IT director since May 2020, filed a complaint on Dec. 21, 2021 against Lim claiming discrimination, harassment and retaliation based on his gender, age and disability status, according to his formal complaint.

filed Gonzalez two complaints of retaliation and discrimination based on age and race against Lim and Li respectively on Nov. 10, 2021, according to his formal complaints.

He said several IT employees spoke to him about their own ongoing issues after he was fired and filed his formal complaints.

"I'm not the first one that this has happened to. I started to become vocal, of course, and some people jumped onboard and they were like, 'Hey, I'm tired of this. I can't do this anymore. This is not right," Gonzalez said.

According to John's complaint documents, he filed three separate formal complaints in December 2021, after Gonzalez filed.

Two complaints reported his experience of discrimination and harassment based on age, gender and race from Lim and Li respectively and the other was to report his observations of discrimination, harrassment and retaliation toward other staff members.

Under the CSU interim policy, it was his duty to report these observations

According to John's complaint, he also filed for retaliation additionally against Li.

Michael Uhlenkamp, CSU senior director of strategic communications and public affairs, said where complaints of allegedly informed by Lim and Li that what they're doing discrimination, harassment and retaliation were previously

policy on Jan. 1 - putting Executive Order 1096 and two other executive orders under the same protocol. The new policy is provisional because it's pending final

completion of the meet-and-confirm process with the various CSU labor unions, Uhlenkamp said.

John, Gonzalez and Dillon claim discrimination, harassment and retaliation issues have been prevalent under Lim's management since he began his position in 2017, according to their complaint documents.

Lim said their allegations are false and declined to comment further

"I have been advised by the University not to comment on the specifics of this matter until the process is complete," he said in an email

Li said she denies the allegations as well and also declined to comment further.

[SJSU] has advised me to hold off talking to [the media]," she said in an email. "I respect the process and have maintained its

Kenneth Mashinchi, SJSU senior director of strategic Dillon and a former director of network services, who communications and media relations, said the university media wished to go by "John" for privacy concerns, said they're aware relations team consults with employees on media inquiries but they are unable to compel or prevent them from replying.

"The university's only interest is ensuring that investigations are completed objectively and fairly," Mashinchi said in an email. "Employees ultimately have the right to speak to the media if they choose to."

Retaliation

John has worked in IT since 2013 and resigned on Feb. 18 after three people, who were allegedly instructed to help terminate him, had been fired

Out of those three employees, two were Dillon and Gonzalez.

they wouldn't help wrongfully terminate John and other employees or "participate in illegal activities." Dillon alleged Lim told him in August 2021, six months after Dillon became director, that if

he "won't be here very long." "You can kind of see a pattern [the] university."

Dillon and Gonzalez claimed "we do not like him" was Li's exact phrase regarding John on their first days of employment, according to their complaint documents

They both alleged they refused Lim and Li's alleged instructions throughout the subsequent months, which included falsifying performance reviews, because they believed John was an excellent and competent employee, according to the complaints. Gonzalez said Lim and

Li often allegedly tampered with performance reviews after directors and managers wrote them about their peers.

Dillon alleged IT management only wrote over the reviews that were about people they were trying to "manage out." John said three of the employees who were allegedly

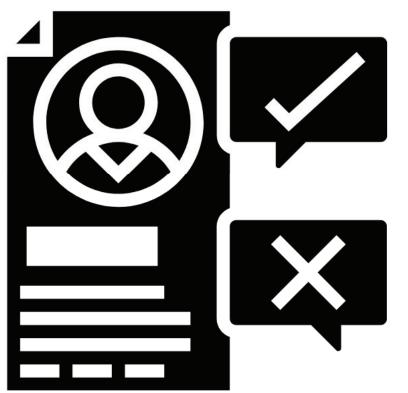
instructed to help terminate him for more than a year, two of complaints. whom were Dillon and Gonzalez, had written performance reviews about him, according to his complaint. Dillon was his direct manager

Lim and Li had allegedly inserted or edited the language of their reviews to reflect poor performance, where in one instance, there was a high performance rating about him accompanying negative comments, according to the complaint.

given to other employees as well. According to Dillon and Gonzalez's complaints, when they disagreed or refused to submit falsified reviews, they were isn't favorable and it wouldn't reflect well on any of their

CSU discrimination, harassment and retaliation complaint process: a breakdown

 The Interim California State University System **Policy Prohibiting Discrimination, Harassment,** Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking and Retaliation, protects statuses including age, race, physical or mental disability, gender or sex, veteran or military status and much more. It also bans retaliation for exercising rights, opposing discrimination or harassment or for participating in any related investigation or proceeding.



INFOGRAPHIC BY BRYANNA BARTLETT; SOURCE: CSU EXECUTIVE ORDER 1096, INTERIM CALIFORNIA STATE UNIVERSITY POLICY PROHIBITING DISCRIMINATION, HARASSMENT, SEXUAL EXPLOITATION, DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING AND RETALIATION One of Dillon's performance reviews included that he preferential treatment is obvious but he hides it from the wasn't managing his team properly, which he believes was university very well.

formal complaint, he claims he does substantially more work On the day Dillon was terminated, March 7, Lim and Li than Asian directors. Less than three weeks

ago, Dillon submitted his He said given his extensive work for IT and as someone who's compilation of IT leadership been in technology leadership roles for the past 20 years, he strategy documents, which are director-project plans, to the outside investigators. He alleged his dossier highlights a clear differential

treatment as he completed 37 project initiatives, which accounts for up to 99.55% of all IT leadership plans. The dossier also documents

that he wrote seven of the strategy documents on the behalf of the security officer, allegedly per Lim's instructions.

wherein he was allegedly instructed by Li to remove Gonzalez as an author of the five year-digital transformation plan subsequently fired.

"They bring in people just long enough and just like the five people he terminated before me, just long enough to get what they need to get," Gonzalez



San Jose State University is committed to fostering an

environment based on mutual respect.

professionalism and integrity. The

university is aware of the allegations

that have been made and takes all

such reports seriously. Consistent

with policy, a neutral, external party

is looking into the allegations. There

have been no findings regarding

the allegations. Information is still

being gathered. Complainants and

respondents have the right to be

interviewed before any determinations

are made. We are unable to comment

further on personnel matters or

potential litigation.

Kenneth Mashinchi

senior director of strategic communications and

media relations

"I would like to give my side of the story. However, so far,

According to Dillon and Gonzalez's complaints, they believe they were discriminated and retaliated against because

he wouldn't help terminate John,

that I guess I'm so important to terminate and I mean, three people who have been tasked with doing so have been released," John said. "It's stressful, right? I have a family to support and I work really hard for

retaliation for not falsifying John's evaluations, according to Dillon's complaint. allegedly refused to give him explanations when he asked three

times, according to his EEOC charge of retaliation. believes his termination was retaliatory Discrimination

Gonzalez, Dillon and John claim that since Lim's arrival, there's been a strong pattern of discrimination against male and female staff members older than 50 years old, according to their formal complaints.

Gonzalez, who is 62, and Dillon and John who are both 52, know of eight former IT employees who were allegedly wrongfully terminated or experienced discrimination or harassment to the point of resigning, according to the same

"What is wrong with this place?" Gonzalez said. "This is horrible. It is so toxic. It is so bad there."

Dillon and John both claimed to have sought medical treatment because of stress caused by the harassment, according to their formal complaints

Gonzalez, Dillon and John's complaint documents also include claims of a noticeable bias of race and age in IT and he "didn't think anything John alleged he's seen fabricated performance reviews be management's hiring and firing practices with a preference to of it" until Gonzalez was Asian employees

Out of 21 IT staff members, 12 are Asian, according to the Fall 2021 SJSU gender and ethnicity statistics by department webpage

 Complaints of discrimination, harassment and retaliation were previously under CSU Executive Order 1096. The CSU revised the policy on Jan. 1, combining Executive Order 1096 and two other executive orders under the same protocol.

The new policy is provisional as it's pending final completion of the meet-and-confirm process with various CSU labor unions.

FORMAL COMPLAINT PROCESS

Complainant submits a formal written complaint.

Complaints should be filed as soon as possible after conduct occurs to better the investigator's response, ability to determine the relevant issues and provide an appropriate action.

Complainants are notified of whether their complaints are accepted or dismissed within 10 working days, which are Monday – Friday.

If accepted, complainants have intake interviews with the investigator.

According to his EEOC charge of discrimination and his

He claimed another incident

claim it as their work

[I hope that] when people come forward with issues, they're not treated like they're the one doing something wrong ... you were the victim but you're being made to be the perpetrator and I don't think that's the intent of the process but this is how it works on campus.

> John anonymous former IT director of network services

forward with his claim, SJSU and the CSU will be served. Once a charge has been filed, EEOC investigators interview complainants to decide whether a lawsuit is the most suitable path, according to the EEOC webpage. The CSU declined to comment regarding the EEOC charges.

onto their own documents, send it to a different director and

was fired.

John,

charge document.

Federal charges

Dillon filed an EEOC charge

of employment discrimination

on March 2 against SJSU and

the CSU, according to his charge

document. He filed a subsequent

charge of retaliation when he

network services, filed an EEOC

charge of discrimination in late

December 2021, according to his

Kenneth Mashinchi said the

Gonzalez said he has his intake

interview, which is the first step

after filing a charge, with an

EEOC investigator today. If the

investigator decides to move

university is aware of one charge.

former director of

According to Gonzalez's formal complaint, he submitted his party that is looking into the allegations and there haven't yet work including presentations and project initiatives to Lim been any findings. and Li multiple times, after which they would allegedly paste it

"Information is still being gathered. Complainants and respondents have the right to be interviewed before any determinations are made," he said. "We are unable to comment further on personnel matters or potential litigation."

**To see the university's full statement, view the quote box.

According to the CSU interim policy, the outside investi will send a final investigation report to those involved within 100 working days of the initial notice, which was early January Investigators may request an extension of up to 30 days.

John said he expects the CSU to uphold its discrimination, harassment and retaliation policy and hopefully hire leadership in SJSU IT that's going to "treat people how they [should] be treated?

"[I hope that] when people come forward with issues, they're not treated like they're the one doing something wrong . . . you were the victim but you're being made to be the perpetrator and I don't think that's the intent of the process but this is how it works on campus," John said.

He said he wishes for a systemic change to occur in the CSU, especially in wake of the 12 year-long SJSU athletics sexual misconduct scandal and former CSU Chancellor Joseph Castro's resignation on Feb. 17 amid Title IX mishandling allegations. Gonzalez emphasized that sentiment.

"All of this has been allowed to happen under the nose of everybody because everybody's so busy with everything else," Gonzalez said, regarding the multiple litigations that SJSU has dealt with in previous years. "I just want the right feedback. What's happening right now at the university is horrible."



Both parties have equal opportunities to present relevant witnesses and evidence in connection with the investigation.

Upon inquiry, the parties will be advised of the investigation's status.

Before reaching a final report, the investigator should have advised all parties of the findings and given parties the opportunity to respond to evidence.

The investigation should be completed within 100 working days after the intake interview and can be extended up to 30 working days.

The investigator will complete a final report, which includes a summary of allegations, the investigation process, a detailed description of evidence and findings.

An investigation outcome notice should be sent within 10 working days before the final report is out.



BOJANA CVIJIC | SPARTAN DAILY

San Jose State facility workers walk through campus Wednesday in a strike for better wages and benefits amid negotiations with the CSU that have been ongoing since 2019.

Facilities workers go on strike

Essential campus workers ask for higher wages, respect

By Jamie Bennett SENIOR STAFF WRITER

San Jose State staff members picketed on campus to protest SJSU and the California State University board's decision not to negotiate with trade workers on their five-year contracts and wages.

The workers are represented by the Teamsters local 2010, a union that represents more State University employee Union 5% increase to CSU's general fund.

for skilled trades. according to the union's website.

Catie Arbona, the union's communications specialist, said the contract negotiations with CSU have been in the works since 2019.

"We put negotiations on hold in early 2020, when the pandemic hit. We did so time to be doing this," she said.

Arbona said the union paused on than negotiations for wages and benefits until 14,000 workers in higher education the state budget would eventually be they do not have the authority to do which includes the California restored, which occurred in 2021 with a

"CSU has been fighting that ever since they have been offering us 0% for the work done in 2021 when they were on campus, you know, during the really dangerous work, keeping the lights on, keeping the buildings from falling," she said.

The CSU board also delayed because of budget cuts. This wasn't the negotiations because of former chancellor Joseph Castro's Feb. 17 resignation.

Acting chancellor Steve Relyea said

SJSU and Shaw named in class action lawsuit

By Christina Casillas MANAGING EDITOR

А was filed Friday against San appropriate times." Jose State University and Scott Shaw, former SJSU and athletic trainer, almost of Justice announced charges a California State University employee.

senior director of strategic of allegedly violating and communications and media, depriving the rights of said in an email the university four female athletes from was aware of and reviewing 2017-2020, to which he pleaded the lawsuit.

The lawsuit was filed in the Spartan Daily reporting. Santa Clara County Superior Court, according to a Tuesday harassment against Shaw were ABC 7 News article.

the CSU communities remain span through the last five

class action lawsuit and provide updates at the

\$3.3 million settlement was director of sports medicine reached on Nov. 19, 2021 between the university and 10 days after the Department 15 former student athletes who were sexually harassed against Shaw, for alleged sexual by Shaw, according to the misconduct during his time as SJSU: For Your Information webpage.

Shaw was charged on Kenneth Mashinchi, SJSU March 15 with six counts not guilty, according to past

Though reports of sexual first investigated in 2009, "The safety and wellbeing of the criminal charges only

a top priority for SJSU and years because of the statute the CSU," Mashinchi said. "We of limitations, according to will continue to be transparent a March 10 USA Today article.

The class action lawsuit includes more student athletes The lawsuit comes after a who are potential victims of sexual misconduct from Shaw since his arrival at the university in 2006, according to a Tuesday Mercury News article.

> An investigation into Shaw was opened in December 2009 after Sage Hopkins, swimming and diving head coach, reported to university administrators that some student athletes said Shaw, head athletic trainer at the time, inappropriately touched their breasts under the bra or on the bikini line during injury treatment, according to the SJSU: For Your Information webpage.

Arthur Dunklin, who conducted the internal investigation, concluded in May 2010 that the claims were

IN BRIEF

A class action lawsuit was filed in the Santa Clara County Superior Court Friday against San Jose State and Scott Shaw, former athletic trainer and SJSU director of sports medicine.

SJSU is aware of and reviewing the lawsuit.

The lawsuit "expands the pool of potential victims" of Scott Shaw's sexual misconduct.

unsubstantiated as Shaw's muscle treatment method, pressure point therapy, was a "bona fide" muscle injury treatment, according to an SJSU executive summary of the investigation.

After former SJSU President Mary Papazian learned of a 300-page dossier including emails and notes compiled by Hopkins which was circulated throughout the NCAA and Mountain West Conference, she "promptly reopened the matter" in December 2019, according to the SJSU: For Your Information webpage.

Hopkins said the "healing"

and wellbeing of those affected by Shaw will be aided when he and those who "enabled" Shaw's behavior are held liable.

"The most important thing is the healing of our affected student athletes . . . Shaw and those who enabled his predation being held accountable is an important step in that process," Hopkins said in an email.

> Follow Christina on Twitter @christina casi



Have a story idea?

Contact us at spartandaily@gmail.com.

NEWS

CSU announces interim chancellor amid search

By Amani Hamed EXECUTIVE PRODUCER

Jolene Koester, former president of California State University Northridge, has been appointed as interim CSU Chancellor, San Jose State Interim President Steve Perez announced in a Wednesday campuswide email.

Koester will assume the position after former CSU Chancellor Joseph Castro resigned on Feb. 17 after claims surfaced that he had mishandled allegations of sexual harassment while in his role as president of Fresno State University, according to a Feb. 18 New York Times article.

The CSU system is the largest system of higher education in the country and serves over 477,000 students, and is run by 56,000 faculty and staff members, according to the CSU website.

California "The State Board University (CSU) of Trustees has appointed Jolene Koester, Ph.D., to serve as interim chancellor," a of California State University, Wednesday CSU press release Northridge (CSUN) from 2000read. "This marks a return 2011."



PHOTO COURTESY OF CSU MEDIA RELATIONS Jolene Koester, California State University Northridge former president, assumed the role of CSU interim chancellor Wednesday.

to the CSU for Koester who previously served as president

Koester will serve as interim president starting May 1, and the CSU Board of Trustees will continue searching for a permanent appointee to the

stay as chancellor, according on intercultural competence, to the press release. Until she assumes the role, Steve Relyea, executive vice chancellor and chief financial officer at the Office of the Chancellor, than 25%, growing from 29,000 remains acting chancellor, to nearly 37,000," according to according to the CSU website.

Before serving as president of CSU Northridge, Koester was provost and vice president Academic Affairs at of CSU Sacramento from 1993-2000, and a professor of communications studies at CSU Sacramento from 1980 to 1993, according to a biography of Koester on CSU Northridge's website.

Originally from Plato, Minnesota, Koester received her Bachelor's degree from the University of Minnesota in 1970, and earned a Master's degree in communications from the University of Wisconsin-Madison in 1971. She also earned her Ph.D. in speech communication from the University of Minnesota before taking a faculty position at CSU Sacramento in 1980, according to the same biography. Koester has authored and

position during her 12-month co-authored several books and served CSU Northridge "through a time of exponential growth with the student population expanding by more the press release.

Lillian Kimbell, chair of the CSU Board of Trustees said in the press release that Koester has a "long-standing knowledge" of service and higher education.

". . . Dr. Koester is the perfect person to lead the CSU during this time," she said. "CSU's graduation and retention rates have reached all-time highs, but there is still a great deal of work to be done. We appreciate Dr. Koester's passion and commitment to rejoin the university."

Follow Amani on Twitter @Amani_Marie_

STRIKE

Continued from page 4

anything, Arbona said

SJSU trade workers, who are part of the CSU employee union, along with Teamsters Union representatives, marched across the university campus with slogans including, "We can't take it anymore."

Many staff members said they find it difficult to accept the fact that since the pandemic, they've not received a raise that could help counteract the costs of rising inflation.

An SJSU staff member, who wanted to go by the name of Hugo due to privacy concerns, said all he wants is "a living wage."

"Given the area of where we live, we are sorely underpaid. What we're asking for is a fair and equal raise based on the cost of living in our area," Hugo said. "We are considered essential workers and the negotiating table should reflect that."

A protester and member of the Teamsters who wished to be identified as Mike because of privacy concerns, said he "sees only crocodile tears with their treatment over the pandemic."

66

"They call us heroes during

the pandemic and they took us out

during the halftime of the basketball

game with a big round of applause but

in the end, all we get is a free basketball

SJSU trade workers said they

lon't only fight for their wages but

game," he said.

A staff member who chose to go

also for students.

by "the mechanic" because of privacy concerns, has worked at SJSU for 25 years and believes conditions have not improved for workers and that the

Given the area of where we live, we are sorely underpaid. What we're asking for is a fair and equal raise based on the cost of living in our area. We are considered essential workers, and the negotiating table should reflect that.

> Hugo anonymous SJSU staff member

university is setting a bad example for their students.

"It's an educational institution and this is what they're teaching students: equality, treating people with fairness and better wages," he said. "But they're not doing it themselves."

A protester and member of the CSU Employee Union who wished to go by Mo for privacy concerns, expressed a similar sentiment to the Teamsters.

"If we're still fighting for jobs and justice and we're not getting to that point, how can you uplift and inspire people on an educational campus?" he said.

Mo believes that SJSU staff should work for the students, not the administration. So by disenfranchising the workers, the university is doing the same to the students.

"My concern is, I work for the students of San Jose State. I don't work for the administration; the students pay my salary," he said. "So if I don't stick up for them, it's like not sticking up for the students."

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Reporting & video by Evan Reinhardt MULTIMEDIA, ASST. NEWS EDITOR

The San Jose State Career Center is offering students the opportunity to find professional clothing using its Career Closet.

After opening in 2018, the closet supplies a variety of business attire for students who want to look their best for professional job interviews and career positions.

Trisha Gilges, career success promotion specialist for the Career Center, said hundreds of students use the closet each semester

and find it invaluable.

"Professional clothing is very expensive and students are on a budget, they have other things to worry about," she said. "I feel that this closet is a huge resource for them to take that financial burden off of them. And when you look good you feel good, right?"

Although traffic has been high this semester, Gilges said many campus community members have cleaned out their closets to donate piles of professional clothes.

> Follow Evan on Twitter @ReinhardtEvan

Career Center's

OPINION

Tor browsers don't

keep track of

browsing history or

Tor browser protects free speech



Jamie Bennett SENIOR STAFF WRITER

Twitter has decided to open up a Tor service for their site, allowing users to get a more private and uncensored version of Twitter.

The addition of this service is a step in the right direction and is a light at the end of the tunnel for full internet privacy.

The Tor browser, developed by the United States Naval Research Laboratory to protect U.S. communications, is an open-source browser that allows anonymous internet connections through an encrypted server.

Tor users now have access to Twitter, which will allow citizens from authoritarian regimes to get access to alternative media sources.

The Tor network allows users to explore the internet freely without trackers and government surveillance, which has made it an important tool for citizens of authoritarian regimes, according to an Oct. 4, 2019 Medium article.

Twitter's move to Tor has also given many Russians

ACROSS

Flavor

17. An uncle

Afflicts 24. Chancel

21. Haughtiness

26. Axlike tool

27. Emanation

30. Satiates

and effects

41. Not us

44. Dry

46. Lean

12. Halo

access to the site after it was banned during the invasion of Ukraine, according to a March 9 Tech Crunch article.

This allows Russian nationals to gain access to Western media and news about the conflict in Ukraine instead of relying on state media and propaganda.

This was the main intended use for implementing the Tor browser with Twitter.

Internet privacy is extremely important for anyone, not just people living in authoritarian regimes because it prevents people from building an echo chamber around the content they view every day.

Tor users now have access to Twitter. which will allow citizens from authoritarian regimes to get access to alternative media sources.

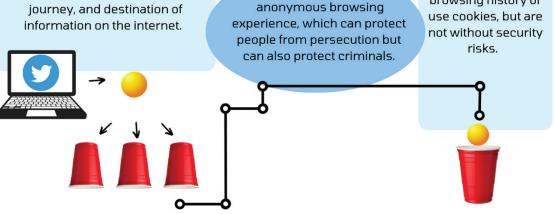
An echo chamber is a dangerous phenomenon on the internet in which users get their information only from sources that echo their own beliefs, according to a Global Learning article.

I have used Duck Duck Go, another browser that

HOW TOR BROWSING WORKS:

This creates an

Tor works through peer-to-peer overlay network, using a relay of servers to conceal the source, journey, and destination of information on the internet.



prioritizes privacy and an uncensored browsing experience, since the beginning of the coronavirus pandemic.

Since then, I've no longer been bombarded by tailored advertisements or biased Google search results and I have access to a wider range of news sources.

Twitter's Tor version can also help prevent users from being "doxxed," which is the nefarious practice of posting a user's personal information online.

The Tor network encrypts user traffic and sends that data through multiple servers throughout the world to give users anonymous searching.

However, some Twitter users are worried this tool may be used to attract bad actors because of the browser's ability to function as a way to buy drugs and

child pornography online. This shouldn't take away from the fact that this tool is still needed by thousands of people across the world to access uncensored information freely and privately.

While people argue that the use of filter systems can help prevent users from seeing dangerous information and content, everyone has the right to form their own opinions and political leanings.

Preventing users from accessing certain information because it is "too extreme" can easily spiral out of control and lead to the censorship of non-dangerous or critical information.

Internet giants including Google shouldn't have the power to decide what is dangerous content because humans are biased and could influence the political wing Google filters out more often.

INFOGRAPHIC BY AMANI HAMED; INFORMATION FROM WHATIS.COM

For example, if a religious group believes homosexuality is a sin, the group has the right to discuss this doctrine online. However, there may be pressure on Google to hide such rhetoric which could lead to a lack of a space for religious leaders and followers to discuss their beliefs.

This will only create more political polarization in our country.

Services like the Tor browser must continue to exist, especially with access to sites like Facebook and Twitter, because people will always want a private and uncensored internet.

> **Follow The Spartan Daily** on Twitter @SpartanDaily

ASSIFIED CROSSWORD PUZZL

SUDOKU

Complete the grid so that every row, column and 3x3 box contains every digit from 1 to 9 inclusively.

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ARTS & ENTERTAINMENT



ILLUSTRATION BY BIANCA RADER

Celebs, advocate or pass the mic

Celebrities aren't always helping a cause, just inflating their egos

By Eva Martin STAFF WRITER

Being famous gives power to one's voice, not legitimacy. Celebrities should know their appropriate place when deciding whether they should speak about world issues; thousands of followers don't make a person knowledgeable about an issue, only their ability to learn and activism do. With great power comes great responsibility and celebrities should not forget the effect of their words or their decision to be silent.

"wouldn't have become the man he is" if she was his mother. One question came to my mind: What does this have to do with her?

Her statement may have been made with good intentions but she made a tragic humanitarian crisis about herself. By saving Putin would have never attacked Ukraine if she had been his mother, McCord is giving an egocentric message disguised as a "powerful" poem proclaiming herself to be a human rights activist.

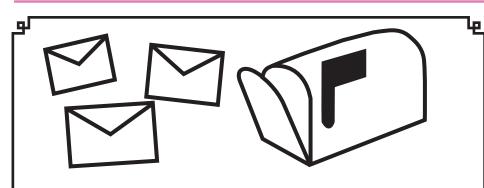
Celebrities should learn about when it is appropriate to take the mic, to leave it on the floor, or give it to people who are more

American actress AnnaLynne McCord recited a poem addressed to the Russian President Vladimir Putin in a tweet on Feb. 24, saying Putin

Fame makes some celebrities think their speeches have meaning just because they have a large platform for their words.

In a Jan. 4 interview for the digital fashion magazine InStyle, Israeli actress

Another way celebrities can use their fame wisely is by turning the spotlight to people directly involved or affected by issues and make sure their voices are heard.



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knowledgeable about the ongoing issue.

Gal Gadot regretted her rendition of the to people directly involved or affected popular John Lennon song "Imagine" which was posted on Instagram at the beginning of the coronavirus pandemic on March 18, 2020.

The "Wonder Woman" actress came back down to earth after realizing that singing a world about "no possessions" with other celebrities doesn't really sound nice as the majority of the world is struggling through economic and health crises.

"It wasn't the right timing, and it wasn't the right thing," Gadot said. "It was in poor taste. All pure intention but sometimes, but sometimes you don't hit the bulls-eye right?"

Some artists' words are worth hearing when they are paired with action.

Nadya Tolokonnikova, the founder of the pop-punk activist group Pussy Riot, was sentenced to two years in jail in 2012 after singing "Punk Prayer: Mother of God, Drive Putin Away" inside Moscow's Cathedral of Christ the Saviour, according to a March 8 The Guardian article.

After Russia invaded Ukraine on Feb. 24, Tolokonnikova collaborated with cryptocurrency artists around the world to create a non-fungible token of the Ukrainian flag and invited people to bid to obtain collective ownership of the image. She raised \$7.1m in five days, according to the same The Guardian article.

"Use your voice while you can still use it," Tolokonnikova said to MSNBC News on March 7.

She used her fame for the benefit of efficient activism, and not performative activism with the sole purpose of which is to just make themselves look good.

Another way celebrities can use their fame wisely is by turning the spotlight

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by issues and make sure their voices are heard.

The 61-year-old actor Sean Penn went to Ukraine in November 2021 to make a documentary about the conflict and had to evacuate to Poland after the beginning of Russia's invasion of Ukraine according to a March 1 USA Today article.

"The director came to Kyiv specifically to record all the events taking place in Ukraine and as a documentary filmmaker to tell the world the truth about Russia's invasion of our country," the Ukrainian presidential office said in a Feb. 24 Facebook post.

Penn decided to use his skills and knowledge to turn the camera on what was happening at the Russia-Ukraine border and his concrete actions speak volumes.

Celebrities should learn about when it is appropriate to take the mic, to leave it on the floor, or give it to people who are more knowledgeable about the ongoing issue.

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ARTS & ENTERTAINMENT

Local artist explores healing

By Eva Martin STAFF WRITER

About 25 people in person and more than 15 on Zoom attended a lecture by local artist Irene Berrones-Kolb's the Dr. Martin Luther King, Jr. Library Tuesday.

Berrones-Kolb was invited by Susana Gallardo, a San Jose State University sociology lecturer, to be part of the Feminist Lecture Series put on by the Women, Gender and Sexuality SJSU program.



The main goal is self expression. And with that being the case, there is no wrong or right way to use the art materials or to create things.

Irene Berrones-Kolb local San Jose artist

"I found her to be an incredibly gifted friend and artist," Gallardo said. "It's really nice for us to ask her here just to reflect a little bit on what her art means, and what it means for her to be an emerging artist."

Berrones-Kolb is a Mexican-American visual artist from Chicago who moved to San Jose 16 years ago.

"People and faces have always been my favorite subjects," Berrones-Kolb said.

When she was in high school, she said she discovered her passion for psychology through the college textbooks her older siblings were bringing home.



EVAN REINHARDT | SPARTAN DAILY

Irene Berrones-Kolb talks to attendants about her artistic influences during the Feminist Creativities speaking event on Tuesday in the Martin Luther King, Jr. Library. She said she incorporates her passion for psychology into her artwork.

She said that many of her experiences including her friend's father's suicide and uncle's psychotic break, among other experiences, led her to a career in the mental health field with a focus on art therapy.

"Art therapy is a form of therapy that

uses the creative process to address personal issues and to address emotional, whatever emotional kinds of things you have going on," Berrones-Kolb said. "The main goal is self expression. And with that being the case, there is no wrong or right way to use the art materials

or to create things."

She said working in psychiatric hospitals and residential programs dedicated to adults with severe mental illnesses was very challenging but rewarding as well.

"I've worked with teenagers, the elderly, people of color . . . and everyone had their unique stories and experiences," Berrones-Kolb said. "It was an honor hearing people's experiences."

Her art includes themes celebrating her culture as a Mexican-American woman.

"Growing up, like a lot of people of color, I didn't see people that look like me in mainstream media," Berrones-Kolb said.

She started to embrace her culture when she met international students in college who helped her become proud of her identity as a woman of color.

"As a Mexican American and as a woman of color, I really began to see how I could use my art to do some important things," Berrones-Kolb said. "Celebrate my own personal culture, as well as the cultures of other underrepresented groups, and to use my imagery to heal, inspire, and create change." Cynthia Krath, SJSU sociology junior who attended the event, said she realized after Berrones-Kolb's talk how artists can show activism through their art.



"Something that I learned was that you can express any type of resilience through art," Krath said.

Michelle Montrose, SJSU sociology junior who also attended the lecture said that Berrones-Kolb could lead more people to start being involved in the artistic field.

"It looked like her art really meant something to her," Montrose said. "That just engages people in the art more."

EVAN REINHARDT | SPARTAN DAILY

Paintings created by Irene Berrones-Kolb hang on display for viewers outside the Martin Luther King, Jr. Library on Tuesday. Berrones-Kolb said she uses a variety of positive and traumatic memories to inspire the content of her paintings.

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