
2001-2002 SEXUAL HARASSMENT ANNUAL REPORT

MAY 2003

- For information on UCSC's crime statistics see page five (5)
 - To view the summaries of 2001-02 cases see page six (6)
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The University of California is committed to creating and maintaining a community in which all persons who work or study at the University or who participate in University programs and activities can exist together in an atmosphere free of all forms of harassment, exploitation, or intimidation, including sexual. Every member of the University community should be aware that the University is strongly opposed to sexual assault and sexual harassment, and such behavior is prohibited both by law and by University policy. The University will respond promptly and effectively to reports of sex offenses, and will take whatever action may be needed to prevent, correct, and if necessary, discipline behavior that violates this policy.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment or education, unreasonably interferes with an individual's work or educational performance, or creates an intimidating, hostile or offensive working or learning environment.

Sexual harassment may include incidents between any member of the University community including faculty, academic appointees, staff, coaches, students, and non-student or non-employee participants in University programs. Sexual harassment may occur in hierarchical relationships or between peers. Sexual harassment may occur between individuals of the same sex as well as between individuals of the opposite sex. The individual reporting the harassment does not have to be the person directly subjected to the harassment but may, in special circumstances, be anyone who witnesses and is affected by the harassing conduct. Sexual harassment in violation of this policy may occur without economic or educational injury to the individual who is harassed.

In determining whether the alleged conduct constitutes sexual harassment, consideration shall be given to the record of the incident as a whole and to the totality of the circumstances, including the context in which the alleged incidents occurred.

Harassment that is not sexual in nature but is based on gender or sex-stereotyping also is prohibited by University policy if it is sufficiently serious to deny or limit an individual's ability to participate in or benefit from University educational programs, employment, or services. While gender-based discrimination may be distinguished from sexual harassment, acts of gender-based discrimination may contribute to the creation of a hostile work or academic environment. Thus, a determination of whether a hostile environment due to sexual harassment exists may take into account acts of gender-based discrimination.

First Amendment and Academic Freedom

As participants in a public university, the faculty, staff, and students of the University of California enjoy significant free speech protections found in the First Amendment of the United States Constitution and Article I section I of the California Constitution. The UCSC Sex Offense Policy is intended to protect members of the University community from discrimination, not to regulate protected speech. We recognize the constitutionally protected right to free speech enjoyed by all members of our community and especially uphold the principles of academic freedom for our faculty and students. Consistent with these principles, nothing in this policy shall prohibit conduct that is legitimately related to course content and teaching methods of an individual faculty member. Freedom of speech and academic freedom, however, are not limitless and do not protect speech or expressive conduct that violates federal or state anti-discrimination laws.

Reminder To University Officials

The UCSC Sex Offense Policy and Procedures For Reports Of Sexual Assault(s) and Sexual Harassment (Policy) defines a University Official as any academic or nonacademic employee, regardless of title or level, who supervises staff and or student employees, formally or informally. University Official will also include any employee, regardless of title or level, who advises or counsels students on academic or non-academic matters (doctor/client exempted). University Officials will include but are not limited to: Vice Chancellors (Assistant & Associate), Deans (Assistant & Associate), Dean of University Extension, Director of Summer Session, Provosts, Department Chairs, Department Undergraduate/Graduate Adviser, Department Assistant/Manager, College Administrative Officers, Assistant College Administrative Officers, Managers of: Family Student Housing; Graduate Housing; Camper Park; UCSC Inn; & University Town Center, Unit Heads, Program Directors, Supervisors, University Police, Rape, HIV & AOD Prevention Education Coordinators, Resource Center Directors, Director Student Judicial Affairs, Residential Life Staff, College Proctors, Resident Preceptors, Coordinators for Residential Education and **all persons hired into human resources positions.**

University officials are responsible for receiving training and keeping abreast of university policy and procedures concerning sex offenses. Any University official receiving a report or complaint of Title IX, sexual harassment and/or assault, or sex discrimination must advise the Title IX/SHO, who is also a University official, of the report or complaint.

All University Officials are required to attend an educational session presented by the Title IX office. In lieu of an in person training a WEB based training program is available and found at **www2.ucsc.edu/title9-sh** (click on the yellow box at the top of the page that says, “UPDATED Web-Based University Official Sexual Harassment Training. Mandatory training program for UCSC University officials.”) that University Officials may complete.

What is Title IX?

The federal law prohibiting sex discrimination in educational institutions is Title IX of the Educational Amendments Act of 1972 (amending the Higher Education Act of 1965). This act is codified as Title 20, United States Code, Chapter 38, Sections 1681-1686. The act was also amended by the Civil Rights Restoration Act of 1987 ("Title IX").

The law states that "no person in the United States shall on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance. The amendment in 1987 expanded the definition of program or activity to include all the operations of an educational institution, governmental entity, or private employer that receives federal funds.

Title IX forbids sex discrimination in all university student services, and academic programs, including, but not limited to, admissions, financial aid, academic advising, housing, athletics, recreational services, college residential life programs, health services, counseling and psychological services, Registrar's office, classroom assignments, grading, and discipline. Title IX also forbids discrimination on the basis of sex in employment and recruitment consideration or selection, whether full time or part time, under any education program or activity operated by an institution receiving or benefiting from federal financial assistance ("recipient"). The United States Supreme Court ruled in *Franklin v. Gwinnett County Public Schools* 112 S. Ct. 1028 (1992) that sexual assault and sexual harassment are types of sex discrimination and thus a violation of Title IX.

Overview of Resolution Process

UCSC has established formal and informal procedures for resolving sex discrimination, including sexual assault and sexual harassment, reports and complaints. Resolution will be handled professionally, appropriately, equitably, and with sensitivity. When appropriate, remedies to the complainant may be proposed in either informal or formal resolution processes.

A complainant may also file a grievance pursuant to the appropriate University policy or collective bargaining agreement. In order for the grievance to be considered under those policies/agreements, it must be filed within the timelines set forth in the policy or collective bargaining agreement. If the complainant wishes to use the resolution process of the *Sex Offense Policy And Reports of Sexual Assault(s) and Sexual Harassment*, the grievance may be put in abeyance pending the outcome of the resolution process.

Because complaints are most effectively resolved at the earliest possible stage, UCSC encourages early reporting of concerns or complaints regarding sexual assault and sexual harassment. Individuals who think they might at some point be interested in pursuing criminal prosecution are advised to report any physical or sexual assault as soon as possible to the UCSC Police Department. Prior to filing either a formal or informal complaint, individuals may contact any **University Official**, as described above for information about the *Sex Offense Policy* and procedures to learn about options for resolution. The procedures for informal and formal resolution are described in the policy booklet.

For copies of the UCSC *Sex Offense Policy and Procedures for Reports of Sexual Assault(s) and Sexual Harassment* or copies of the Sexual Harassment Annual Report please contact the Title IX/Sexual Harassment Office at (831) 459-2462 or email rew@ucsc.edu. The policy is also available at the Title IX office WEB site www2.ucsc.edu/title9-sh.

Reporting Sexual Assault, Rape and Sexual Harassment to the Title IX Officer.

UCSC has one policy, the Sex Offense Policy, and two procedures, one dealing with sexual assault and one with sexual harassment which have been joined under the heading of campus Sex Offense Policy in order to facilitate the dissemination of information and the reporting and investigation of incidents of rape, sexual assault and sexual harassment. The policy and procedures apply to all students, staff, and academic appointees, and to members of the off-campus community who are participating in a University sponsored program or event.

Sexual assault, rape, and sexual harassment are violations of state and federal laws, UCSC policy, the Student Code of Conduct, personnel policies for staff members and academic appointees. Any person who is the target of a sex offense should consult with the Title IX/Sexual Harassment Officer (SHO) ((831) 459-2462 or rew@ucsc.edu) to receive information about your options and to receive referrals to appropriate resources.

If you have been the target of a sexual assault, including rape, you may request an administrative investigation by the Title IX/SHO (459-2462, 29 Kerr Hall), with or without filing a police report as explained above. In addition to rape, as defined by California law, UCSC will not tolerate any non-consensual penetration, however slight, or non-consensual fellatio or cunnilingus, and the university will take appropriate administrative action when such are reported. A Title IX investigation is not a criminal procedure. The Title IX/SHO will not initiate an investigation without the written consent of the target/survivor. The Title IX/SHO treats all conversations with students, faculty, and staff with the highest level of confidentiality, and will always respect a survivor's request for anonymity.

The Title IX/SHO will complete a fact-finding report that will be submitted to the appropriate campus officials. Sanctions for the accused may be proposed. The Title IX/SHO will ensure that appropriate actions are taken to aid the complainant, i.e. academic assistance, counseling referrals, housing assistance, permanent no contact restrictions for the accused, and protection from retaliation.

Early, professional, rape crisis counseling (which is completely confidential) is available to all members of the campus community from Counseling and Psychological Services (CPS) at extension (831) 459-2628. CPS provides same day services for students who are in crisis, due to rape, relationship violence, sexual harassment, or any other crisis. Licensed professional counselors are located in each of the colleges and at the Student Health Center.

24 Hour rape crisis intervention services are also available at the following community women's crisis center. Defensa De Mujeres/Women's Crisis Support (831) 685-3737 (24 hour hotline). Bilingual, in person and telephone counseling, shelter, advocacy, and assistance with temporary restraining orders is available.

What about Sexual Harassment?

The only threshold a student must meet to receive assistance from the Title IX/SHO is if you are the target of uninvited or unwelcome or unsolicited or unwanted conduct which is being directed at you because of your sex (male or female). The following lists some behaviors which could be construed as sexual harassment.

- ❖ Sexual advances or requests for sexual favors.
- ❖ Physical, verbal, or nonverbal behavior that is sexual in nature or is hostile, demeaning, or intimidating.
- ❖ Terms of endearment.
- ❖ Sabotaging a person's work or academic standing because of their sex.
- ❖ Exclusion from informal meetings/social events because of sex.
- ❖ Sexual jokes, comments, or innuendoes.
- ❖ Cartoons or visuals that ridicule or denigrate a person's gender.
- ❖ Employment or academic decisions that are based solely or partially on a person's sex.

This annual report satisfies the University's obligation mandated by The California Fair Employment and Housing Act, section 12950 and by Title IX of the Education Amendments of 1972. In addition, information included here provides one part of the University's compliance with the Drug Free Schools and Communities Act of 1989, the Campus Security Act of 1990, the Campus Safety Act of 1994 and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998.

Crime Awareness & Campus Security Report

The security of all members of the campus community is of vital concern to the University of California at Santa Cruz. UCSC's annual security report includes statistics for the previous three years concerning reported crimes that occurred on campus; in certain off-campus buildings owned or controlled by UCSC; and on public property within, or immediately adjacent to and accessible from the campus. The report also includes institutional policies concerning campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and other matters. You can obtain a copy of this report by contacting the UCSC Police Department or by accessing the following web site: <http://www2.ucsc.edu/police/reports.html> A copy of this report may be requested from the University Police (831) 459-2231.

Campus Oversight of the Title IX Office: The Title IX Advisory Council

An Advisory Council for the Title IX/SHO shall be appointed by the Chancellor. The Council will be composed of six members: three Academic Senate members, at least one of who is male and one of who is female, one staff, one graduate and one undergraduate student to serve three-year, staggered terms. The Council membership will comprise both men and women, but at least three of the members must be women. At the beginning of their terms, members will be required to receive training on sexual harassment law and campus policy, provided by the Title IX/SHO. The membership of the Council will be published to the campus community. The Advisory Council shall meet as scheduled with the Title IX/SHO to review issues and incidents of sexual harassment, providing advice when appropriate. All incidents are to be discussed without names or identifying details, and all discussions will be confidential to the extent required by law and due process considerations. The Advisory Council will be informed of the outcome of the resolution of cases. The Council will also act as a body to hear appeals of the Title IX/SHO's finding and/or proposed remedies from complainants under Title IX. The Title IX/SHO will not report to the Advisory Council on the results of any investigation until the time period during which the complainant may file an appeal has expired. Campus concerns about the sexual harassment resolution process may be addressed to the Advisory Council, which may then advise the Chancellor and/or the Assistant Chancellor on policy and procedures.

SUMMARY OF CASES JULY 1, 2001 TO JUNE 30, 2002:

KEY:

- “Requested confidentiality” means that the person’s identity was protected with respect to the action taken.
- “Other” means the person has no established relationship with the University.
- “Unknown” means that the University could not identify or contact the person.

2002 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Staff
Respondent: Male Supervisor

Summary of Allegations: Sexual innuendoes, touching and requests for romantic involvement.

Action Taken: Complainant removed from respondent's supervision. No contact restriction. Warning and education to respondent.

Complainant: Female Staff
Respondent: Male Staff

Summary of Allegations: Romantic email messages and phone calls after being told to stop.

Action Taken: Respondent agreed to stop conduct after discussion with Title IX office.

Complainant: Female Student Employee
Respondent: Female UCSC Library Patron

Summary of Allegations: Complainant referred to as a "hooker" by unknown respondent.

Action Taken: Support to complainant. Unable to identify respondent.

Complainant: Female Summer Session Student
Respondent: Male Undergraduate

Summary of Allegations: Unwanted romantic overtures, gifts and visits to residence room.

Action Taken: Respondent agreed to no further contact after discussion with Title IX/SHO.

Complainant: Female Undergraduate
Respondent: Male Landlord

Summary of Allegations: Male landlord attempted to enter the bathroom when complainant was in the shower,

Action Taken: Referred to Community Rentals for assistance on different housing options and renter rights. Referred to police.

Complainant: Female Staff
Respondent: Male Staff

Summary of Allegations: Sexual battery.

Action Taken: Complainant reported to police. Insufficient evidence for the District Attorney to file criminal charges. Complainant requested Title IX fact-finding investigation. Finding. Respondent dismissed from employment at UCSC.

Complainant: Female Staff
Respondent: Male Staff

Summary of Allegations: Demeaning and degrading conduct directed at complainant because of her sex.

Action Taken: Education and warning to respondent from Title IX/SHO and supervisor.

Complainant: Female Staff
Respondent: Female Staff

Summary of Allegations: Comments about sex, sexual activity, body parts, and sexual innuendoes.

Action Taken: Title IX investigation. Letter of warning to respondent.

2002 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate

Respondent: Male Vendor

Summary of Allegations: Explicit request for sexual contact.

Action Taken: Removed from interaction with students.

Complainant: Female Undergraduate

Respondent: Undergraduate students

Summary of Allegations: Vulgar sexual note placed on complainant's door.

Action Taken: Unable to determine author. Education for entire floor. Offer to complainant to move to different housing. Apology from floor.

Complainant: Female Undergraduate

(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Phone calls and other contact after being told not to contact complainant again.

Action Taken: Complainant wanted advice and options on how the University could assist her. Filed non release of personal information with Registrar.

Complainant: Female Undergraduate

Respondent: Male Staff

Summary of Allegations: Sexual innuendoes, sexual questions, and comments about her body parts.

Action Taken: Education and warning. Student removed from working with respondent.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Calling female students "dumb bitches" and "dirty whores". Sexual innuendoes and other demeaning conduct.

Action Taken: Respondent met with Title IX/SHO and ACAO for education and warning. Respondent agreed to stop behavior and to refrain from contacting complainant.

Complainant: Undergraduates

(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Respondent masturbating and fondling himself in front of room mates.

Action Taken: College staff educated respondent.

Complainant: Female Undergraduate

Respondent: Male Undergraduates

Summary of Allegations: Respondents called complainant and did not identify themselves. They said that they had followed her and thought she was cute, knew where she lived and wanted to come over. Complainant frightened because she did not know who respondents were.

Action Taken: Apology from respondents for prank call, no contact with complainant, and restriction from complainant's residence.

2002 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Male Teaching Assistant

Respondent: Female Undergraduate

Summary of Allegations: Phone calls, presents and professions of love after many requests for no contact.

Action Taken: Title IX/SHO warned respondent to stop and re-enforced no contact request. No further complaints.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Complainant reported to the appropriate police department. Insufficient evidence for the District Attorney to file criminal charges.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexual battery.

Action Taken: Complainant reported the rape to a University Official. Complainant requested and received information on her resources and options.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent:

Summary of Allegations: Rape.

Action Taken: Complainant reported the rape to a university official. Complainant requested and received assistance from available resources.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Complainant reported the rape to a university official. Complainant requested and received information on available resources and about how to file a complaint.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexual assault.

Action Taken: Complainant reported sexual assault to two university officials. Complainant requested and received information on resources, options and on how to file a complaint.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Rape.

Action Taken: Complainant requested assistance with academics and a counseling referral from the Title IX office.

2002 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Reported to the appropriate police department. Insufficient evidence for the District Attorney to file criminal charges. Title IX investigation. Insufficient evidence to support a prima facie finding of a violation of the Sex Offense Policy.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Title IX investigation. Prima facie finding of a violation of the Sex Offense Policy. Forwarded to Student Judicial Affairs for adjudication. Respondent dismissed from UCSC.

Complainant: Female Staff

(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Pervasive phone calls and sex based personal questions.

Action Taken: Complainant wanted advice on how to handle it herself. Told respondent to stop calling. No further contact.

Complainant: Female Undergraduate

(Requested Confidentiality)

Respondent: Male Unknown

Summary of Allegations: Sex based comments and touching.

Action Taken: Unable to identify respondent.

Complainant: Male Teaching Assistant

(Requested Confidentiality)

Respondent: Female Undergraduate

Summary of Allegations: Professions of love. Respondent cited poetry and described dreams she had about complainant.

Action Taken: Complainant wanted advice on how to deal with the respondent himself.

Complainant: Female Associate Professor

(Requested Confidentiality)

Respondent: Male Graduate Student

Summary of Allegations: Professions of love and overly personal sex based questions and comments.

Action Taken: Complainant asked for advice on how to deal with respondent herself.

Complainant: Female Staff

(Requested Confidentiality)

Respondent: Female Staff

Summary of Allegations: Respondent frequently discusses sexual activity.

Action Taken: Complainant requested and received advice on how to deal with it herself.

2002 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Male Other
(Requested Confidentiality)

Respondent: Male Volunteer

Summary of Allegations: Sex based comments and innuendoes.

Action Taken: Supervisor educated and warned respondent.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Female Undergraduate

Summary of Allegations: Demeaning and degrading sex based comments, notes, and pictures.

Action Taken: Respondent advised to stop and restricted from complainant's residential area and contact with complainant.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexual battery.

Action Taken: Complainant requested and received advice and information on her options.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Explicit sexual requests.

Action Taken: ACAO educated and warned respondent to stop behavior.

Complainant: Male Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Sexually explicit innuendoes.

Action Taken: ACAO educated respondent and asked him to stop the conduct.

Complainant: Female Undergraduate

Respondent: Male Unknown

Summary of Allegations: Respondent followed complainant in his vehicle as she walked along campus road looking her up and down. Turned around and came back to stare at her again.

Action Taken: Vehicle and respondent description reported to police. Unable to identify respondent.

Complainant: Female Supervisor

Respondent: Male Staff

Summary of Allegations: Demeaning, degrading, intimidating and hostile conduct directed at complainant because of sex.

Action Taken: Title IX investigation. Insufficient evidence for a finding of sex discrimination. Referred to Unit Head for review and action.

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Complainant: Female Graduate Student
(Requested Confidentiality)

Respondent: Male Graduate Student

Summary of Allegations: Sexual innuendoes and sex based demeaning comments.

Action Taken: The Title IX office made a confidential inquiry into the allegations. No evidence found to support the initiation of an investigation.

Complainant: Female Undergraduate

Respondent: Male Unknown

Summary of Allegations: Pervasive phone calls and personal information about the complainant posted on a WEB site by the respondent, whom complainant met on-line.

Action Taken: Student Communication Services contacted to change phone number, change of email address, extra proctor patrols, and offer by college to move complainant.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male UCSC Library Patron

Summary of Allegations: Staring, overly personal contact, and sex based questions.

Action Taken: Respondent was warned and educated by the complainant's supervisor.

Complainant:
(Requested Confidentiality)

Respondent: Male Vendor

Summary of Allegations: Threatening and aggressive sex based conduct.

Action Taken: Referred to UCSC police.

Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Hug and kiss on the neck.

Action Taken: Education and agreement for no future contact.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Teaching Assistant

Summary of Allegations: Intimate personal questions, sexual innuendoes, and request for a date.

Action Taken: Faculty TA adviser spoke in general to all the TA's about their responsibilities to students and about policy. No further reports.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Rape and sexual battery.

Action Taken: Police report filed by complainant. Insufficient evidence for the DA to file criminal charges. No contact restriction for respondent and assistance to complainant with housing and academics.

2002 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Unwanted contact and sex based email messages.

Action Taken: Education and request to respondent to stop contact. No further complaints.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Unknown

Summary of Allegations: Obscene and annoying phone calls.

Action Taken: Complainant told caller she was calling police and he stopped calling.

Complainant: Female Supervisor
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Unwelcome flirtatious conduct and sexual innuendoes with student employees in the office.

Action Taken: Supervisor educated employee about inappropriateness of his behavior and it stopped.

Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Sexually vulgar and racially offensive email "joke."

Action Taken: Supervisor counseled respondent and placed counseling memo in his file. Apology to complainant.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Obscene and vulgar pictures placed on complainant's door. Complainant referred to as a "bitch" & "slut".

Action Taken: College staff warned, placed on housing probation, and educated respondent.

Complainant: Male Staff
(Requested Confidentiality)

Respondent: Male Supervisor

Summary of Allegations: Frequent sexually explicit comments about prostitutes, strippers, and "whores."

Action Taken: Education provided by the Title IX/SO. Request to cease comments. Respondent agreed to curtail comments.

Complainant: Female Staff
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Comments to female co-workers about their body and their appearance. Touching and pinching.

Action Taken: Education and warning with Title IX/SO.

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Complainant: Male Graduate Student

Respondent: Female Undergraduate

Summary of Allegations: Sexual postings on residential window.

Action Taken: The Title IX office asked the respondent to voluntarily remove and respondent refused. Postings protected by the First Amendment.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexual battery

Action Taken: Complainant wanted respondent educated by Title IX but did not want an investigation. Title IX/SHO educated and warned respondent.

Complainant: Female Student Employee
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Requests for a date.

Action Taken: Request to respondent by Title IX/SHO for no more requests. Respondent stopped.

Complainant: Female Undergraduates

Respondent: Male Instructor

Summary of Allegations: The respondent asked a student in his class out for a date. Sexually explicit comments to another student.

Action Taken: For these and other reasons the unit terminated the instructor.

Complainant: Female Undergraduates

Respondent: Male Volunteer

Summary of Allegations: Sex based comments and questions toward complainants. Explicit discussions of his sex life.

Action Taken: Relieved from volunteer duties.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Unknown male

Summary of Allegations: Rape.

Action Taken: Request from friend for information on resources and options.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Relationship violence.

Action Taken: Respondent arrested by UCSC Police.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Relationship violence.

Action Taken: Complainant requested resource information from college staff.

2002 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Student Employee
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Pervasive requests for a date. Complainant has declined numerous times.

Action Taken: Complainant wanted advice on what else she could do to handle it herself.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Guest of UCSC student

Summary of Allegations: Sexual assault.

Action Taken: Complainant requested information on her resources and options from college staff.

Complainant: Female Student Employee

Respondent: Male Staff

Summary of Allegations: Touching, sexualized personal questions and comments about appearance.

Action Taken: Education and warning from Title IX/SHO. No further complaints.

Complainant: Female Undergraduate

Respondent:

Summary of Allegations: Instructor indicated he wanted a sexual relationship with complainant while she was in his class.

Action Taken: Title IX fact-finding. Instructor no longer teaches at UCSC for this and other reasons.

Complainant: Male Undergraduate

Respondent: Unknown

Summary of Allegations: Sexually explicit graffiti about complainant on bathroom wall.

Action Taken: Physical plant removed graffiti the same day it was reported. Not able to identify respondent.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Professions of love from ex-boyfriend that complainant has not talked to in 4 years. Complainant had requested no contact from ex.

Action Taken: Options and advice requested and received from the Title IX office.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Sexual assault and battery.

Action Taken: Reported to UCSC police. Complainant wants no further action at this time.

2002 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Complainant requested that the Title IX/SHO request an apology from respondent and ask respondent not to contact complainant. No complaint filed.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Contract Employee

Summary of Allegations: Pervasive contact after breakup of relationship. Complainant had requested respondent to leave her alone.

Action Taken: Complainant received information on her options.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Relationship violence.

Action Taken: Complainant requested options and advice. Wanted the "no contact" agreement between she and respondent "on record."

2002 OTHER TITLE IX COMPLAINTS

Complainant: Female Graduate Student
(Requested Confidentiality)

Respondent: Male Researcher

Summary of Allegations: Interference with research. Unwillingness to provide materials and training. Excluded from meetings.

Action Taken: Complainant lodged complaint with department chair.

Complainant: Male Undergraduate

Respondent: Female Teaching Assistant

Summary of Allegations: Complainant alleged that he was unfairly graded by his TA and that the reason was based on his sex.

Action Taken: Department Chair reviewed all of the student's work. No finding of discrimination.

Complainant: Female Student Employee

Respondent: Male Staff

Summary of Allegations: Complainant alleged she was not hired for a job because she is female.

Action Taken: Title IX fact-finding. Insufficient evidence to support a finding. Report referred to principal officer for review.

Complainant: Female Staff

Respondent: Male Assistant Professor

Summary of Allegations: Angry, intimidating and demeaning conduct.

Action Taken: Complaint forwarded to principal officer for review and if appropriate, action.
