

University of California, Santa Cruz

2002-2003 Sexual Harassment Annual Report

June 2004

For information on UCSC's crime statistics
and
To view the summaries of 2002-03 cases see page five (5)

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.

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.

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 non-academic 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.

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). Bi-lingual, 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.

What Laws and University Policy Prohibit Sexual Harassment?

Title IX of the Education Amendments Act of 1972, Title VII of the Civil Right Act of 1964, the California Fair Employment and Housing Act, the Student Code of Conduct, and UCSC's Sex Offense Policy and Procedures For Reports of Sexual Assault(s) and Sexual Harassment prohibit sexual harassment. Existing provisions of the University's Personnel Policies for; Staff Members, Students, and Academic Appointees, as well as union contracts, prohibit discrimination because of sex, including sexual harassment and sexual assault and provide for disciplinary action when these policies are violated.

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.

What Can You Do If You Believe You Have Been Sexually Harassed?

If you believe you are the target of sexual harassment, you can receive information about your options without identifying yourself, make a report, or file a complaint by calling the Title IX/SO at 459-2462 or email rew@cats.ucsc.edu.

A **report** of sexual harassment shall be defined as any meeting or discussion with a University official, in order to inform the University that sexual harassment may have occurred. Another example of a report would be information contained in a student evaluation of a course or in an anonymous letter. Persons experiencing problems with sexual harassment are encouraged to report them as soon as possible. Once a report has been made, in whatever form, the Title IX/SO must be made aware of the report by the University official who has received it. Reports of sexual harassment may be resolved informally, either by the Title IX/SO, or by any other trained University official in cooperation with the Title IX/SO. Any University official participating in informal resolution of a report must consult the Title IX/SO to determine what action, if any, is appropriate to the situation, and report the actions taken to the Title IX/SO.

Persons reported and found to have committed sexual harassment may voluntarily agree to the appropriate corrective action proposed by the Title IX/SO such as no contact restrictions, leave without pay, or resignations, without going through formal disciplinary procedures.

A **complaint of sexual harassment** shall be defined as a signed, written

statement, informing the University that sexual harassment may have occurred and providing information sufficient for further inquiry. Complaints require an investigation by the Title IX/SO and may result in disciplinary or corrective action after due process is provided to the accused, if it is found that harassment has taken place. University disciplinary actions range from a written warning to dismissal.

Although responsible University officials will attempt to respect the wishes of the complainant with regard to action taken in response to the complaint, the University will take appropriate disciplinary or corrective action whenever deemed necessary to meet the University's responsibilities to provide a safe and non-discriminatory environment for other students and employees. The only case in which a complainant ordinarily may ensure that no action is taken on the basis of her/his complaint is when s/he does not disclose the name or other details that would identify the accused.

University Formal Grievance Procedures:

University nondiscrimination policies and applicable collective bargaining agreements prohibit discrimination because of sex. A formal grievance may be based on an allegation that discrimination because of sex occurred in the form of sexual harassment or sexual assault. Filing a report or complaint with the Title IX/SO may constitute the informal or first step of applicable formal grievance procedures, however, a formal grievance may be filed directly if the

informal step of the grievance process has been satisfied in accordance with applicable grievance procedures. Contact Labor Relations at (831) 459-2017, or Academic Human Resources at (831) 459-4300.

External Agency complaint Resolution Procedures:

Complaints of sex discrimination, including sexual assault and sexual harassment may be filed with the Department of Education's Office for Civil Rights (OCR) within 180 days from the last incident or outcome of the internal grievance process. They may also be filed with the California Department of Fair Employment and Housing (DFEH) within 365 days of the alleged unlawful conduct. If the DFEH determines that a complaint has merit and settlement efforts fail, the DFEH may seek an administrative hearing before the California Fair Employment and Housing Commission (FEHC), or file a lawsuit in court. Both the FEHC and the courts have the authority to award monetary and non-monetary relief in meritorious cases. Finally, a complaint may be filed with the Equal Employment Opportunity Commission (EEOC) within 300 days of the last incident of harassment. Staff, academic appointees, and students may also file a civil lawsuit against the offending party. Contact the Title IX/Sexual Harassment office for further information on State and Federal agencies.

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/report_s.html A copy of this report may be requested from the University Police (831) 459-2231.

Campus Oversight of the Title IX/ Sexual Harassment Office

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, 2002 TO JUNE 30, 2003:

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.

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Sexual comments about complainant's body.

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

Complainant: Female Undergraduates
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Sexual comments and innuendoes.

Action Taken: Education and verbal warning

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Relationship violence.

Action Taken: Complainant unwilling to file complaint. Referred both parties to counseling.

Complainant: Male Supervisor
(Requested Confidentiality)

Respondent:

Summary of Allegations: Accessing pornographic images with university equipment.

Action Taken: Supervisor requested assistance on educating and warning employee about the Policies For Use of UCSC Computing Facilities.

Complainant: Female Resident Assistant
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexual comment and sexual innuendoes.

Action Taken: Education with Title IX/SHO and college staff.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexual assault.

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

Complainant: Female Undergraduates

Respondent: Male Undergraduate

Summary of Allegations: Sexual battery.

Action Taken: Arrested by police.

Complainant: Female Assistant Professor

Respondent: Male Undergraduate

Summary of Allegations: Professions of love from respondent.

Action Taken: Complainant requested that respondent stop any further personnel contact. No further complaints.

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Sex based intimidating, threatening and demeaning conduct.

Action Taken: Fact-finding investigation. Insufficient evidence to support a finding of a violation of the Sex Offense Policy. Forwarded report to Unit Head for departmental action.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Complainant requested and received assistance from college staff.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Relationship violence.

Action Taken: Complainant requested and received assistance from Title IX office.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Unknown

Summary of Allegations: Explicit sexual words and visuals written on complainant's door.

Action Taken: Complainant requested anonymity. Discussion with entire college staff by Title IX/SHO. Education by resident assistants with all residents. No further reports.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Rape and oral copulation.

Action Taken: Complainant reported to UCSC police but did not want any action taken by police or administration.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Sexual assault.

Action Taken: Complainant requested formal mediation with respondent. Mediation provided by Ombudsman office.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Complainant wanted respondent to provide full STD screen, agree to counseling, and to not contact her again. Respondent agreed to all conditions.

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Professor

Summary of Allegations: Sexual comments, sexual advances, and an invitation to "come home with him."

Action Taken: Complainant requested and received advice from university official.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Lecturer

Summary of Allegations: Sexual advances.

Action Taken: Complainant requested that Sex Offense Policy and Procedures For Reports of Sexual(s) Assault and Sexual Harassment booklet be sent to respondent with appropriate sections highlighted.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Unknown

Summary of Allegations: Sexually explicit notes and pictures drawn on complainant's door.

Action Taken: Unable to identify respondents.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Coerced fellatio.

Action Taken: Complainant wanted the report "on record" only.

Complainant: Female Staff
(Requested Confidentiality)

Respondent: Female Supervisor

Summary of Allegations: Respondent slapped complainant on the behind.

Action Taken: Complainant wanted report "on record" only.

Complainant: Female Staff
(Requested Confidentiality)

Respondent: Male Volunteer

Summary of Allegations: Sex based comments about looks, body parts and clothing.

Action Taken: Supervisor educated and warned respondent.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Rape.

Action Taken: Report from a University Official. No contact with the Title IX office from complainant.

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Sexual touching.

Action Taken: Report for record. Student dealt with respondent herself.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male UCSC Library Patron

Summary of Allegations: Indecent exposure.

Action Taken: Reported to campus Police. No evidence to charge suspect.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Unknown

Summary of Allegations: Sexually explicit proposition by unknown male at bus stop.

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

Complainant: Female Undergraduates
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Massage, sexual innuendoes, and sexual comments about female student's bodies.

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

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Letters, email messages and phone calls from ex-boyfriend. He has been told numerous times to not contact complainant.

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

Complainant: Female Graduate Student
(Requested Confidentiality)

Respondent: Male Associate Professor

Summary of Allegations: Professor told a student in his class that he "had feelings for her."

Action Taken: Complainant requested confidentiality. Department Chair read statement from Title IX/SHO at meeting educating faculty of their ethical responsibilities.

Complainant: Female Undergraduates
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexually vulgar notes left on resident doors, untrue sexual rumors, and sexual comments about resident assistants.

Action Taken: College staff held mandatory meeting and educated and warned students.

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexually explicit request over instant messenger.

Action Taken: Complainant wanted incident on record. Complainant told respondent to not contact her again. No further reports.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Undergraduate Student Organization

Summary of Allegations: Demeaning and degrading sex based comments.

Action Taken: Education by advisor for organization.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Teaching Assistant

Summary of Allegations: Overly personal sex based comments and questions.

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

Complainant: Female Undergraduate

Respondent: Male Other

Summary of Allegations:

Action Taken: Reported to Santa Cruz Police. Criminal prosecution by District Attorney.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexually explicit sexual request. Kiss on the mouth.

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

Complainant: Female Staff

Respondent: Male Undergraduate

Summary of Allegations: Sexually explicit term directed at staff member in the course of business.

Action Taken: Forwarded to College Administrative Officer for appropriate action. Education, warning and apology.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Respondent was "peeping" into window of female student's room. Respondent "hoped he would see a female changing or something."

Action Taken: University Police issued citation for "peeping into an inhabited building."

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Professor

Summary of Allegations: Sexualized comments about student and her body in class and at office hours.

Action Taken: Education and verbal warning to stop conduct.

Complainant: Female Student Employee
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Overly personal attention and romantic interest.

Action Taken: Supervisor informed respondent that complainant was not interested. No further contact.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Rape.

Action Taken: Complainant requested advice and resource options. College staff provided information to complainant.

Complainant: Female Undergraduate

Respondent: Female Other

Summary of Allegations: Demeaning sex based comments.

Action Taken: Complainant requested assistance on how to deal with the situation herself.

Complainant: Male Undergraduate

Respondent: Female Undergraduate

Summary of Allegations: Sexual innuendoes and comments about complainant's body.

Action Taken: Complainant requested assistance on how to deal with the respondent himself.

Complainant: Male Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexual assault.

Action Taken: Complainant requested and received assistance with housing, academics and counseling.

Complainant: Female Resident Assistant

Respondent: Male Undergraduate

Summary of Allegations: Explicit demeaning sexual request written on complainant's message board.

Action Taken: College staff warned and educated respondent. Respondent banned from complainant's hall.

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Staff
Respondent: Male Unknown

Summary of Allegations: Male in women's locker room "peeping" at women.
Action Taken: Unable to identify respondent. Referred to Police for follow-up.

Complainant: Female Other
Respondent: Male Unknown

Summary of Allegations: Respondent grabbed complainant on wrist and then on shoulders as she tried to leave on her bicycle.
Action Taken: UCSC Police posted "Community Alert."

Complainant: Female Student Employee
(Requested Confidentiality)
Respondent: Male Staff

Summary of Allegations: Overly personal questions and sexual innuendoes.
Action Taken: Complainant requested and received advice on how to deal with the situation herself.

Complainant: Female Undergraduates
Respondent: Male Vendor

Summary of Allegations: A group of men allegedly selling magazines "trap" females and then make vulgar sexual comments to them.
Action Taken: UCSC Police escorted men off campus. Magazine selling banned for this company.

Complainant: Female Undergraduate
Respondent: Male Undergraduate

Summary of Allegations: Staring at breasts and buttocks. Hugging too long and too tight.
Action Taken: Respondent warned and educated. Respondent agreed to no contact restriction with complainant.

Complainant: Female Undergraduate
Respondent: Male Other

Summary of Allegations: Complainant being "stalked" by ex-boyfriend.
Action Taken: Respondent is not affiliated with UCSC. Complainant received restraining order and has it on file with Santa Cruz and UCSC police.

Complainant: Female Undergraduate
(Requested Confidentiality)
Respondent: Male Professor

Summary of Allegations: Professor made comment about "attractiveness" of student in front of other students during class.
Action Taken: Complainant requested and received assistance on how to deal with the incident herself.

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate Tutor
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Overly personal sex based questions and comments.

Action Taken: Professor moved student to a different tutor.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Sexual comments, innuendoes and requests for dates.

Action Taken: Complainant wanted respondent warned and educated but not until after she had graduated.

Complainant: Male Staff

Respondent: Male Supervisor

Summary of Allegations: Complainant alleges retaliation because he reported his boss for looking at pornography on his UCSC computer.

Action Taken: Complainant was given information on informal and formal options.

Complainant: Female Undergraduate

Respondent: Male Unknown

Summary of Allegations:

Action Taken: Complainant given resource information by college staff.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Complainant referred to respondent by UCSC resources. Respondent violated professional ethics and asked student for a date.

Action Taken: Respondent no longer available for referrals.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Sexually derogatory message written on complainant's message board.

Action Taken: Unable to identify respondent. CRE had mandatory meeting with residents to discuss and demand that it stop. No further complaints.

Complainant: Female Staff

Respondent: Unit

Summary of Allegations: Complainant offended by sexually explicit exhibit.

Action Taken: First Amendment protections for exhibit. Exhibitor will provide clear descriptions of exhibits.

Complainant: Female Undergraduate

Respondent: Male Other

Summary of Allegations: Rape.

Action Taken: Complainant requested and receive academic assistance and made a report to the police.

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Other

Respondent: Unit

Summary of Allegations: Complainant offended by sexual discussion on KZSC radio.

Action Taken: First Amendment. Referred to KZSC broadcast adviser.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Contact and forced entry into residence room after being told not to contact.

Action Taken: Title IX fact-finding investigation. Finding. Disciplinary probation, restriction on contact and counseling.

Complainant: Female Undergraduate

Respondent: Male Unknown

Summary of Allegations: Rape.

Action Taken: Complainant reported to UCSC police but was not willing to identify the respondent.

Complainant: Female Undergraduate

Respondent: Male Other

Summary of Allegations: Complainant target of "stalking" type behavior from acquaintance.

Action Taken: Resources and information provided to complainant. Proctors and

Complainant: Female Undergraduates

Respondent: Student Organization

Summary of Allegations: Demeaning and degrading sex based comments.

Action Taken: Student Judicial Affairs investigated. Probation and other appropriate sanctions.

Complainant: Male Undergraduate

Respondent: Female Undergraduate

Summary of Allegations: Unwanted contact, climbing in window, pounding on door and other "stalking" type behavior.

Action Taken: Removed from University housing, no contact restriction and counseling.

Complainant: Female Undergraduate

(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Romantic interest and overly personal questions and comments.

Action Taken: Respondent educated and placed "on notice" to stop conduct by the Title IX office. No further complaints.

Complainant: Male Undergraduate

(Requested Confidentiality)

Respondent: Male Professor

Summary of Allegations: Demeaning sex based comments. Swearing during class.

Action Taken: Academic freedom issue. Referred to Department Chair and Dean.

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Ex-Student

Summary of Allegations: Rape.

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

Complainant: Female Lecturer

Respondent: Male Undergraduate

Summary of Allegations: Overly personal sex based questions and comments.

Action Taken: Instructor requested and received advice on how to talk to respondent herself.

Complainant: Male Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Rape.

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

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Complainant requested and received information on options and resources.

Complainant: Female Resident Assistant
(Requested Confidentiality)

Respondent: Male Supervisor

Summary of Allegations: Respondent initiates frequent discussions about sex and sexual topics.

Action Taken: Respondent's supervisor educated respondent about appropriate professional conversations with subordinates.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Attempted sexual battery.

Action Taken: Complainant fought off respondent. Requested and received information on options and resources.

Complainant: Male Staff

Respondent: Female Supervisor

Summary of Allegations: Sexually explicit comments and innuendoes.

Action Taken: Letter of warning. Education.

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female Undergraduate

Respondent: Male Unknown

Summary of Allegations: Dead snake left on door knob of residence after complainant refused to be sexual with respondent.

Action Taken: Referred to UCSC police. Unable to determine respondent.

Complainant: Female Undergraduate

Respondent: Female Other

Summary of Allegations: Demeaning and intimidating sexual comments. Derogatory names such as "bitch" and "damn hoe".

Action Taken: Complainant blocked Instant Message names and cut off all contact with ex-boyfriend and his new girlfriend.

Complainant: Female Student Employee

Respondent: Male Supervisor

Summary of Allegations: Sexual innuendo and retaliation when complainant objected to the comment.

Action Taken: Title IX investigation. Finding. Voluntary resolution including education and other appropriate actions.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Respondent refused to identify himself over instant messaging feature. Sexual statements and taunting.

Action Taken: Respondent educated about Sex Offense Policy and Electronic Use Policy. Placed on probation.

Complainant: Female Staff

(Requested Confidentiality)

Respondent: Female Staff

Summary of Allegations: Racist and sexist pictures sent to complainant via email.

Action Taken: Respondent advised that pictures were found offensive. Advised to review UC Electronic Use Policy.

Complainant: Female Undergraduate

Respondent: Female Undergraduate

Summary of Allegations: Battery, intimidation and demeaning comments.

Action Taken: Conduct not "based on sex." Referred to ACAO for investigation.

Complainant: Female Graduate Student

Respondent: Male Researcher

Summary of Allegations: Demeaning and degrading sex based comments.

Action Taken: Respondent educated. Request to stop behavior by Title IX/SHO. No further complaints.

Complainant: Female Staff

Respondent: Male Undergraduate

Summary of Allegations: Pornographic pictures left on computer by unauthorized user.

Action Taken: Supervisor taking action for unauthorized use of complainant's computer. Computer security enhanced.

2003 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female UC Extension Student
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Touching, comments, and sexual innuendoes.

Action Taken: Respondent not affiliated with UCSC. Respondent banned from private building

Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Respondent printed out graphic pornographic SPAM email messages and placed them on complainant's desk.

Action Taken: Respondent's supervisor issued verbal warning to respondent.

2003 OTHER TITLE IX COMPLAINTS

Complainant: Female Supervisor
(Requested Confidentiality)

Respondent: Male Director

Summary of Allegations: Demeaning sex based comments.

Action Taken: Complainant asked for assistance on how to deal with her supervisor herself.

Complainant: Female Staff

Respondent: Male Supervisor

Summary of Allegations: Sex discrimination-disparate treatment.

Action Taken: Title IX fact-finding. Complaint dismissed for insufficient evidence of sex discrimination.

Complainant: Female Staff

Respondent: Male Supervisor

Summary of Allegations: Sex discrimination-disparate treatment.

Action Taken: Investigation pending.

Complainant: Male Undergraduate

Respondent: Male Staff

Summary of Allegations: Sex discrimination-disparate treatment.

Action Taken: Insufficient evidence to support a finding. Referred to Student Judicial Affairs for resolution.

Complainant: Female Director

Respondent: Male Director

Summary of Allegations: Demeaning and degrading sex based conduct.

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

Complainant: Female Supervisor

(Requested Confidentiality)

Respondent: Male Director

Summary of Allegations: Sex discrimination-disparate treatment

Action Taken: Complainant wanted a record made and advice and information on her options.

Complainant: Supervisor

Respondent: Male Professor

Summary of Allegations: Abusive verbal conduct. No evidence it was based on sex.

Action Taken: Referred complainant to Academic Human Resources for assistance.

Complainant: Female Graduate Student

(Requested Confidentiality)

Respondent: Male Professor

Summary of Allegations: Sex discrimination in classroom interactions and grading.

Action Taken: Referred to Dean's office for initial screening. No further contact with the Title IX office.

2003 OTHER TITLE IX COMPLAINTS

Complainant: Female Staff
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Demeaning and uncivil conduct.

Action Taken: Conduct not based on sex. Complainant referred to manager for assistance.

Complainant: Female Staff

Respondent: Male Supervisor

Summary of Allegations: Sex discrimination-disparate treatment.

Action Taken: Complainant made report to office but asked that nothing be done at this time.
