

# 2004-2005 Sexual Harassment Annual Report

For information on UCSC's crime statistics see page two (2)

To view the summaries of 2004-05 cases see page three (3)

The University of California, Santa Cruz, policies on sexual misconduct include the *UCSC Policy On Sexual Assault and the University of California Policy on Sexual Harassment* and two procedures; one that provides information to the campus community on the reporting of sexual assault and one that provides information on the reporting of sexual harassment. The policy and procedures apply to students, academic and non-academic appointees, and members of the off-campus community when that person has experienced sex discrimination, sexual harassment, sexual assault, or rape by a university student, staff, or faculty member while visiting the campus.

Sexual assault is a general term that covers a range of crimes, including rape. As defined under California law, rape is non-consensual sexual intercourse that involves the use of threat of force, violence, or immediate and unlawful bodily injury or threats of future retaliation and duress.

Any person who is the target of unwanted sexual behavior should immediately consult the Title IX/Sexual Harassment Officer (SHO) for advice, informal counseling, and help about how to deal with a sexual assault, or to stop the harassment by informal or formal means. Violations of the campus policy prohibiting sexual assault and harassment will result in disciplinary or corrective action, ranging from a warning to dismissal, depending on the nature of the viola-

tion. All complaints that involve sexual assault or sexual harassment should be directed to the Title IX/SHO. 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.

Sexual harassment is 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 a person's employment or education, unreasonably interferes with a person's work or educational performance, or creates an intimidating, hostile or offensive working or learning environment. In the interest of preventing sexual harassment, the University will respond to reports of any such conduct.

Sexual harassment may include incidents between any members of the University community, including faculty and other academic appointees, staff, coaches, house staff, students, and non-student or non-employee participants in University programs, such as vendors, contractors, visitors, and patients. Sexual harassment may occur in hierarchical relationships or between peers, or between persons of the same sex or opposite sex.

In determining whether the reported conduct constitutes sexual harassment, consideration shall be given to the

record of the conduct as a whole and to the totality of the circumstances, including the context in which the conduct occurred.

This policy covers unwelcome conduct of a sexual nature. Consensual romantic relationships between members of the University community are subject to other University policies, for example, those governing faculty-student relationships are detailed in the Faculty Code of Conduct. While romantic relationships between members of the University community may begin as consensual, they may evolve into situations that lead to charges of sexual harassment, subject to this policy.

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

## 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.

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

The Chancellor shall appoint an Advisory Council for the Title IX/SHO. 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.

### Reminder To Faculty and Academic & Non-Academic Supervisors & Managers

*California Assembly Bill 1825 signed into law September 29, 2004.*

Effective January 1, 2005, supervisors including all faculty are required to have two hours of sexual harassment training every two years. For an answer to the most frequently asked questions about the required sexual harassment training please click on this link: "FAQ's- Required sexual harassment prevention training" in the middle of the Title IX office's web site. Call or email the Title IX office to find out if you have complied with the law.

## 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 secu-

rity, 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.

## 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 UCSC Policy on Sexual Assault, the UC Policy On Sexual Harassment And Procedures Reports of Sexual Assault(s) and Sexual Harassment (Policy & Procedures), 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 including the Title IX/sexual harassment officer for information on procedures and to learn about options for resolution. The procedures for informal and formal resolution are described in the policy booklet.

Confidential resources for information regarding resources, options for reports of sexual assault & sexual harassment or how to file a complaint of sexual assault or sexual harassment include the UCSC Office of the Ombudsman, licensed counselors in the Employee Assistance Program and/or licensed counselors at Counseling & Psychological Services at the student Health Services. These resources provide individuals who may be interested in bringing a report of sexual assault with a safe place to discuss their concerns and learn about the procedures and potential outcomes involved. Individuals who consult with these confidential resources shall be advised that their discussions in these settings are not considered reports of sexual assault and that without additional action by the individual, such as reporting to the Title IX/SHO, the Police or other

University Official, the discussions will not result in any action by the University to resolve their concerns.

For copies of the UCSC Policy On Sexual Assault, the UC Policy on Sexual Harassment 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](mailto:rew@ucsc.edu). The policy is also available at the Title IX office WEB site <http://www2.ucsc.edu/title9-sh/>

*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.*

### SUMMARY OF CASES JULY 1, 2004 TO JUNE 30, 2005:

#### 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.

# 2005 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Male Graduate Student

**Respondent:** Female Staff

**Summary of Allegations:** Demeaning sex based stereotypical comments.

**Action Taken:** Title IX office spoke with respondent and advised her against this type of "humor".

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**Complainant:** Female Student Employee

**Respondent:** Male UCSC Library Patron

**Summary of Allegations:** Sexual and physical assault.

**Action Taken:** UCSC PD investigation. Suspect arrested and jailed.

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**Complainant:** Female Undergraduate

**Respondent:** Female Staff

**Summary of Allegations:** Sexual comments and innuendoes.

**Action Taken:** Respondent's supervisor counseled her to stop conduct.

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**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Sex based demeaning comments.

**Action Taken:** Respondent moved to different area for this and other complaints.

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**Complainant:** Female Staff

(Requested Confidentiality)

**Respondent:** Male Staff

**Summary of Allegations:** Anonymous letter alleging use of racial expletive.

**Action Taken:** Letter sent to EEO/AA for appropriate action.

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**Complainant:** Female Supervisor

**Respondent:** Male Staff

**Summary of Allegations:** Demeaning sex based comments.

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

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**Complainant:** Female Staff

**Respondent:** Female Supervisor

**Summary of Allegations:** Sex based demeaning requests.

**Action Taken:** Complainant wanted advice on how to handle it herself.

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**Complainant:** Male Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Overly personal comments and sexual innuendoes.

**Action Taken:** CRE counseled respondent.

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**Complainant:** Female Undergraduate

**Respondent:** Male Other

**Summary of Allegations:** Rape.

**Action Taken:** Reported to by UCSC PD. Referred to police department at respondent's college.

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# 2005 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Relationship violence.

**Action Taken:** Complainant wanted advice on how to deal with it herself.

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**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Sexual comments about body.

**Action Taken:** Title IX fact-finding. Appropriate action taken by supervisor.

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**Complainant:** Male Staff

(Requested Confidentiality)

**Respondent:** Female Staff

**Summary of Allegations:** Friend reporting alleged sexual harassment of co-worker.

**Action Taken:** Friend requested to encourage co-worker to contact the Title IX office.

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**Complainant:** Female Resident Assistant

**Respondent:** Male Undergraduate

**Summary of Allegations:** Respondent entered female RA's room without permission.

**Action Taken:** CRE spoke with respondent and counseled him.

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**Complainant:** Female Graduate Student

**Respondent:** Male Undergraduate

**Summary of Allegations:** Romantic messages and gifts left anonymously.

**Action Taken:** Determined identity of "secret admirer". Title IX office counseled respondent. Complainant spoke with respondent about the detrimental effect the conduct had on her.

---

**Complainant:** Female Undergraduate

(Requested Confidentiality)

**Respondent:** Male Undergraduate

**Summary of Allegations:** Friend called to get information for her friend who had been raped.

**Action Taken:** RA for residential area provided friend with resources and options for reporting.

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**Complainant:** Female Undergraduate

(Requested Confidentiality)

**Respondent:** Male Undergraduate

**Summary of Allegations:** Rape

**Action Taken:** Report made to University official. Unknown complainant.

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**Complainant:** Female Undergraduate

**Respondent:** Female Other

**Summary of Allegations:** Persistent requests for personal relationship. Will not take no for an answer.

**Action Taken:** Complainant requested that Title IX/SHO put respondent on notice to stop conduct. Respondent placed on notice and conduct stopped.

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# 2005 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Undergraduate

**Respondent:** Male undergraduate students

**Summary of Allegations:** Respondent invited self in to complainant's room. Requested sex for money.

**Action Taken:** Complainant wanted and received information on filing a complaint. No complaint filed with the Title IX office.

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**Complainant:** Female Undergraduate  
(Requested Confidentiality)

**Respondent:** Male Supervisor

**Summary of Allegations:** Sexual innuendoes. Comments about complainant's body.

**Action Taken:** Title IX counseled respondent. No further complaints.

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**Complainant:** Female Undergraduate

**Respondent:** Male Other

**Summary of Allegations:** Obscene phone call that started out as a "shoe survey."

**Action Taken:** Reported to campus police. Community alert to all residential staff.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexually demeaning comments. Sexual touching.

**Action Taken:** Community Safety Officer spoke with respondent. No further complaints.

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**Complainant:** Female Undergraduate

**Respondent:** Male Graduate Student

**Summary of Allegations:** Email message describing complainant as "sexy."

**Action Taken:** Respondent apologized to complainant.

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**Complainant:** Female Professor

**Respondent:** Undergraduate student

**Summary of Allegations:** Sexually vulgar and demeaning comments written on exam to professor.

**Action Taken:** Title IX office investigated. Unable to identify student.

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**Complainant:** Male Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Demeaning and degrading sex based comments.

**Action Taken:** Title IX office set no contact restriction with respondent.

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**Complainant:** Female Associate Professor

**Respondent:** Female Undergraduate

**Summary of Allegations:** Respondent professing love for complainant and will not stop the conduct after being asked to.

**Action Taken:** Title IX/SHO met with respondent and restated complainant's boundaries. No further complaints.

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# 2005 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Undergraduate  
(Requested Confidentiality)

**Respondent:** Male Unknown

**Summary of Allegations:** A cassette tape recording describing a rape was anonymously mailed to the Title IX office.

**Action Taken:** No identity of complainant or respondent.

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**Complainant:** Female Undergraduate  
(Requested Confidentiality)

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexual harassment report by a university official.

**Action Taken:** The Title IX office initiated contact with complainant. No response from complainant.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Rape reported to Santa Cruz PD.

**Action Taken:** Criminal justice system found respondent guilty. Respondent not re-admitted to UCSC.

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**Complainant:** Male Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Demeaning and derogatory terms and sexually explicit pictures left on message board.

**Action Taken:** CRE's interviewed all residents and held hall meeting to talk about conduct. Conduct stopped.

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**Complainant:** Female Undergraduate  
(Requested Confidentiality)

**Respondent:** Male Undergraduate

**Summary of Allegations:** Angry and demeaning conduct after break up of relationship.

**Action Taken:** Complainant wanted and received information on how to deal with it herself.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Respondent, who was unknown to the complainant, solicited her for sex after illegally accessing information about her from her computer.

**Action Taken:** Respondent admitted to conduct and was put on disciplinary probation.

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**Complainant:** Female Undergraduate

**Respondent:** Male Other

**Summary of Allegations:** Respondent following and stalking complainant.

**Action Taken:** Reported to UCSC police. Police informed respondent that complainant wanted no contact with him. Respondent agreed not to contact complainant.

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# 2005 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Undergraduate

**Respondent:** Male Unknown

**Summary of Allegations:** Demeaning and threatening conduct from respondent after break-up of relationship.

**Action Taken:** Report from university official. Complainant did not contact Title IX office for assistance.

---

**Complainant:** Male Supervisor

**Respondent:** Male Staff

**Summary of Allegations:** Demeaning and degrading sex based comments made about complainant as reported by third party.

**Action Taken:** Title IX interviewed alleged respondent. This respondent did not make the comments. Unable to identify who made comments.

---

**Complainant:** Female Undergraduate

**Respondent:** Female Undergraduate

**Summary of Allegations:** Sex based demeaning and threatening conduct after end of friendship.

**Action Taken:** Title IX/SHO spoke with respondent. Respondent agreed to not contact complainant.

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**Complainant:** Female Undergraduate

(Requested Confidentiality)

**Respondent:** Male Ex-Student

**Summary of Allegations:** Rape.

**Action Taken:** Complainant requested information on campus status of respondent. Respondent not affiliated with UCSC.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Respondent in co-ed shower snapping photos of women in the shower.

**Action Taken:** Respondent wrote letter of apology and received disciplinary warning.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduates

**Summary of Allegations:** Sexually derogatory comments.

**Action Taken:** Education session for student group.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Repeated requests for a date. Respondent will not take no for an answer.

**Action Taken:** Title IX/SHO and CRE met with respondent. Respondent agreed to not contact complainant.

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**Complainant:** Female Undergraduate

(Requested Confidentiality)

**Respondent:** Male Unknown

**Summary of Allegations:** Rape.

**Action Taken:** Reported by a friend. Resources and options given to friend.

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# 2005 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Researcher

**Respondent:** Male graduate students

**Summary of Allegations:** Sex based demeaning and patronizing conduct.

**Action Taken:** Department chair spoke with respondents and requested they stop conduct. No further reports.

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**Complainant:** Female Undergraduate

**Respondent:** Male Guest of UCSC student

**Summary of Allegations:** Relationship violence.

**Action Taken:** Reported to CSO's by third party. Reported to UCSC PD. Resources provided to complainant.

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**Complainant:** Female Undergraduates

**Respondent:** Male Lecturer

**Summary of Allegations:** Comments about female students bodies during class.

**Action Taken:** Provost will discuss with the respondent and counsel if appropriate.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexual assault.

**Action Taken:** Complainant wanted and received information on counseling and other resources. Also wanted information on police investigation.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexually explicit comments about body. Sexual innuendoes and touching.

**Action Taken:** Title IX/SHO and CRE had discussion with respondent. Respondent agreed to stop conduct.

---

**Complainant:** Female Undergraduate

(Requested Confidentiality)

**Respondent:** Male Staff

**Summary of Allegations:** Sexually explicit comments. Numerous requests for dates after being told no.

**Action Taken:** Complainant wanted and received information on how to deal with it herself.

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**Complainant:** Female Staff

**Respondent:** Male Supervisor

**Summary of Allegations:** Degrading sex based comments.

**Action Taken:** Complainant wanted and received information on how to handle it herself.

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**Complainant:** Female Staff

**Respondent:** Male Researcher

**Summary of Allegations:** Sexually explicit comments. Discussions about personal sex life. Comments about female bodies.

**Action Taken:** Title IX/SHO gave explicit warning to respondent to stop or formal investigation would be initiated. No further complaints.

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# 2005 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Following females around campus. Overly personal questions and comments.

**Action Taken:** Title IX/SHO counseled respondent and warned him to stop all conduct of this kind.

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**Complainant:** Female Staff

**Respondent:** Male Unknown

**Summary of Allegations:** Stalking type conduct.

**Action Taken:** Reported to UCSC PD. Unable to identify respondent.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Rape.

**Action Taken:** Report filed with Santa Cruz PD.

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**Complainant:** Male Staff

**Respondent:** Female Staff

**Summary of Allegations:** Comments about sexual activity.

**Action Taken:** Title IX/SHO and supervisor discussed allegations with respondent. Counseled on conduct.

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**Complainant:** Female Undergraduate

**Respondent:** Male Other

**Summary of Allegations:** Respondent grabbed complainant around waste as she walked on campus. Complainant did not know respondent.

**Action Taken:** Reported to UCSC PD. Respondent interviewed. He stated that he thought the complainant was someone her knew.

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**Complainant:** Female Undergraduate

(Requested Confidentiality)

**Respondent:** Male Unknown

**Summary of Allegations:** Rape.

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

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**Complainant:** Female Seminar Participant

**Respondent:** Male Emeritus Professor

**Summary of Allegations:** Comments about complainant's body.

**Action Taken:** Respondent counseled by department chair and Title IX/SHO.

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**Complainant:** Female Undergraduate

**Respondent:** Male Unknown

**Summary of Allegations:** Rape

**Action Taken:** Reported to and investigated by UCSC PD. Unable to identify respondent.

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# 2005 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Graduate Student

**Respondent:** Male researchers

**Summary of Allegations:** Comments and jokes about body parts. Use of "pet" names. Complainant exposed to pictures she found demeaning.

**Action Taken:** Discussion by Title IX/SHO with respondents. They agreed to stop all conduct of this nature.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Rape

**Action Taken:** Reported to and investigated by UCSC PD.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Respondent refused to leave residence hall of ex-girlfriend.

**Action Taken:** Complainant requested that Community Safety Officer ask respondent to leave and not come back.

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**Complainant:** Female Student Employee

**Respondent:** Male Staff

**Summary of Allegations:** Explicit sexual comment.

**Action Taken:** Supervisor counseled respondent. Respondent required to take sexual harassment prevention class.

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**Complainant:** Female Undergraduate

**Respondent:** Male Ex-Student

**Summary of Allegations:** Threatening conduct by respondent because of break-up of relationship.

**Action Taken:** Respondent is ex-student and has been informed to stay away from campus.

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**Complainant:** Female Undergraduate

**Respondent:** Male UCSC Library Patron

**Summary of Allegations:** Respondent viewing pornography and touching himself.

**Action Taken:** UCSC PD identified male and removed him from campus.

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**Complainant:** Female Professor

**Respondent:** Male Graduate Student

**Summary of Allegations:** Demeaning and degrading sex based comments.

**Action Taken:** Respondent's advisor counseled respondent.

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**Complainant:** Female Undergraduate

(Requested Confidentiality)

**Respondent:** Male UCSC Library Patron

**Summary of Allegations:** Public masturbation.

**Action Taken:** Suspect arrested by UCSC PD. Permanently banned from UCSC campus.

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# 2005 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Student Employee

**Respondent:** Male Researcher

**Summary of Allegations:** Respondent stares at female patrons. Respondent on floor trying to look up female patron's skirt.

**Action Taken:** Disciplinary warning. Banned from all campus libraries. Agreed to treatment plan with therapist.

---

**Complainant:** Female Undergraduate  
(Requested Confidentiality)

**Respondent:** Male Other

**Summary of Allegations:** Relationship violence.

**Action Taken:** Reported to UCSC Police. Police told respondent not to contact complainant. Respondent banned from UCSC campus residential and academic areas.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Persistent overly personal comments.

**Action Taken:** Complainant wanted and received information on how to handle the situation herself.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Respondent attempted to engage female in sexual activity. Female was drunk and friends removed her from respondent's presence.

**Action Taken:** Resident assistant will encourage female to contact Title IX office.

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**Complainant:** Female Guest of UCSC student

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexual assault.

**Action Taken:** Respondent suspended. Restricted from all UCSC residential buildings. Community service and other voluntary agreements.

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**Complainant:** Male Undergraduate

**Respondent:** Male Staff

**Summary of Allegations:** Overly personal comments and requests.

**Action Taken:** Manager spoke with respondent. Agreed to not continue conduct.

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**Complainant:** Male Supervisor

**Respondent:** Male Vendor

**Summary of Allegations:** Off color and sexual jokes at many delivery sites.

**Action Taken:** Vendor's supervisor contacted by UCSC contact. Promise of no additional conduct of this kind.

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**Complainant:** Female Staff

**Respondent:** Male Director

**Summary of Allegations:** Demeaning sex based conduct.

**Action Taken:** Manager spoke with and counseled respondent. No further complaints.

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# 2005 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Male Staff

**Respondent:** Female Staff

**Summary of Allegations:** Sexual innuendoes.

**Action Taken:** Supervisor counseled respondent and conduct stopped.

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# 2005 OTHER TITLE IX COMPLAINTS

**Complainant:** Male Other

**Respondent:** Male Other

**Summary of Allegations:** Demeaning comments about sexual orientation and gender.

**Action Taken:** Professor spoke to class. No further complaints.

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**Complainant:** Female Staff

**Respondent:** Male Graduate Student

**Summary of Allegations:** Sex based demeaning conduct.

**Action Taken:** Written warning from department chair.

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**Complainant:** Female Researcher

**Respondent:** Female Graduate Student

**Summary of Allegations:** Demeaning and degrading comments sent via email anonymously to many members of the department.

**Action Taken:** Investigation by department chair. Unable to identify who wrote the email message.

---

**Complainant:** Female Graduate Student  
(Requested Confidentiality)

**Respondent:** Male Professor

**Summary of Allegations:** Sexist comments and conduct.

**Action Taken:** Complainant wanted and received information on how she can handle it herself.

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**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sex based demeaning and degrading comments.

**Action Taken:** Conduct not based on sex. Referred to supervisor of student organization for investigation.

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