
1995 - 1996 SEXUAL HARASSMENT ANNUAL REPORT

June 1997

TITLE IX AT UCSC

SEX OFFENSE POLICY STATEMENT:

The University strongly reaffirms the values of free and open exchange of ideas and the creation and dissemination of knowledge. **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.** To sustain such freedom and openness requires of members of the university community the highest standards of objectivity, mutual trust, and confidence; it requires the absence of coercion, intimidation, or exploitation. The standards of conduct within our community require that all of its members understand that there is no legitimate place for sex offenses of any kind (sexual harassment, sexual assault or rape) in this environment. Such behaviors are inimical to achievement of the objectives of a university, and therefore have no place at UC Santa Cruz. Students, faculty, and staff have the right to work and learn free from unwanted sexual advances. Advances made by faculty toward students or by supervisors toward subordinates



unfairly exploit the power inherent in those relationships. Unwelcome sexual conduct between students interferes with the ability to participate in and benefit from University programs.

In both obvious and subtle ways, the very possibility of sexual assault or harassment can be deeply destructive

to individual members of our community and can poison their academic and career relationships. Members of our university community have the right to work and learn in an environment that is free from verbal or physical sexual conduct which might either interfere with an individual's performance, or create a work or educational climate that is hostile, intimidating, or offensive, whether that conduct originates with an instructor, a supervisor, or a peer.

Primary responsibility for maintaining high standards of conduct resides especially with faculty and supervisors, since they exercise significant authority and power over others. If the highest standards of professional conduct are to be maintained, however, all members of the campus community should understand that sexual advances or sexual comments by a teacher or supervisor toward a

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student or employee may be unprofessional conduct.

Every member of our community should also be aware that there are special considerations for relationships between instructors and students currently enrolled in their classes or academic programs. Because of the power possessed by an instructor and the special need for trust inherent in the teacher/student relationship, a romantic or sexual advance by an instructor to a student in her/his class or academic program may seriously compromise that relationship and may therefore be presumed to be professional misconduct. The Academic Senate resolved in 1987 that even a single, mutually welcomed advance of an explicit romantic or sexual nature from an instructor to a student currently enrolled in her or his course must be regarded by the academic community as a serious breach of professional ethics and proper standards of professional behavior. Such an overture can impair the educational environment not only for the instructor and the student singled out for her or his attentions, but also for the other students enrolled in the course, who are, or believe themselves to be, negatively affected by the relationship, in ways such as unacceptable discrimination regarding grading, references, access to laboratory equipment or other resources and educational opportunities. Such advances may also provide the basis for charges of unprofessional conduct in violation of the Faculty Code of Conduct, sexual harassment, and/or discrimination. It shall be UC Santa Cruz' policy that this prohibition applies to anyone in an academic relationship with a student: ladder-rank faculty, lecturers, teaching assistants, tutors, etc.

Unwelcome sexual conduct by a student toward another student

interferes with the ability of the student who is the target to participate in University life, and creates a hostile learning and/or living environment. The University will take strong action to end such conduct, including all appropriate remedies for the complainant and disciplinary action against the student responsible for the conduct.

Sexual assault is a prominent issue throughout the country. Such incidents cause enormous pain to the individuals who are directly involved and to the community whose peace is shattered. While these incidents are not restricted to the college or university environment, sexual assault is a serious issue on campus (especially acquaintance rape). Colleges and universities play important educational and administrative roles in addressing the problem of sexual assault, and consequently, many campuses have been leaders in the development of educational programs on sexuality, communication, and sexual assault.

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 harassment and assault will result in disciplinary or corrective action, ranging from a warning to dismissal, depending on the nature of the violation. **All complaints which involve sexual assault, rape, and/or sexual harassment should be directed to the Title IX/SHO. Victims of sexual assault and rape are also encouraged to report to the University Police.**

Any attempt to carry out reprisals, or in any way retaliate against someone who has lodged a complaint of sexual harassment or assault,

whether that complaint is sustained or not, may also result in disciplinary action. Individuals who have experienced retaliation as the result of having filed a sexual harassment, sexual assault, or rape complaint, assisted a complainant, or participated in a complaint or hearing proceeding, are encouraged to file an individual complaint of retaliation. The right to confront sexual harassment and sexual assault without fear of retaliatory consequences is integral to a healthy campus community.

A copy of the entire Sex Offense Policy and Procedures for Reports of Sexual Assault(s) and Sexual Harassment can be obtained from the Title IX Office 109 Kerr Hall, Santa Cruz, CA 95064 or email rew@cats.ucsc.edu, or (408) 459-2462.

WHAT LAWS AND UNIVERSITY POLICIES 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 on the basis of sex, including sexual harassment and

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sexual assault and provide for disciplinary action when these policies are violated.

Although all persons who wish to report incidents of sexual assault and sexual harassment are strongly encouraged to consult directly with the Title IX/SHO, they may choose to inform another University official instead. Such persons may be able to achieve an informal resolution, but they must always consult with the Title IX/SHO for guidance on University Policy and appropriate resolution, and inform the Title IX/SHO of any actions taken to resolve the report. If a student or employee wishes to file a complaint they should be referred immediately to the Title IX/SHO. In any situation, University officials must consult with the Title IX/SHO as soon as possible. **Any individual who has been the target of a sexual assault or rape and who think at some point that they might be interested in pursuing criminal prosecution should contact the University Police as soon as possible.**

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 confidential information about your options, make a report, or file a complaint by calling the Title IX/SHO at 459-2462 or email rew@cats.ucsc.edu. A report of sexual harassment may be resolved informally either by the Title IX/SHO or by any other University official in consultation with the Title IX/SHO. Persons reported and

found to have committed sexual harassment may voluntarily agree to the appropriate corrective action proposed by the Title IX/SHO such as apologies, leave without pay, or resignations, without going through formal disciplinary procedures. A complaint, on the other hand, is written and signed; requires an investigation by the Title IX/SHO; and may result in disciplinary or corrective action if it is found that harassment has taken place.

University disciplinary actions range from a written warning to dismissal.

University Formal Grievance Procedures:

University nondiscrimination policies and applicable collective bargaining agreements prohibit discrimination on the basis of sex. A formal grievance may be based on an allegation that discrimination on the basis of sex occurred in the form of sexual harassment or sexual assault. Filing a report or complaint with the Title IX/SHO 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 459-2017, or Academic Human Resources at 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. This annual report satisfies the University's obligation mandated by *The California Fair Employment and Housing Act*, section 12950.

1995-1996 Summary of Title IX Office Activity

The following statistical information lists the number of complainants according to campus affiliation.

TITLE IX CASELOAD 1995-1996

UNDERGRADUATE STUDENT	92
GRADUATE STUDENT.....	6
STAFF	24
NON SENATE ACADEMIC.....	4

TITLE IX EDUCATION SESSIONS 1995-1996

The following information lists the number of educational sessions and the group to which each session was given.

Academic Appointee/ TA/RA.....	16
College Residential Staff.....	19
Students.....	36
Managers and Supervisors.....	14
Staff.....	56
Hearing Panels.....	3

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In addition the Title IX/SHO co-sponsored and coordinated the campuswide forum; Sex: Power, Consent, and the Burden of Stereotypes. With an introduction by

Chancellor Pister, a keynote by Associate Professor Bettina Aptheker, and a panel of speakers consisting of Professor Carolyn Martin Shaw, staff member Daniel Moreno, graduate students Lynn Fujiwara and Maurice Stephens, and

Defensa des Mujeres Director Blanca Tavera, this was one of the best attended forums of this type in the history of the campus with over 300 students.

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Summary Of Cases July 1, 1995 to June 30, 1996:

A "c" after complainant status indicates that this person requested confidentiality.

"Other" means the person has no established relationship with the University.

"Unknown" means that the University could not identify or contact the person.

.....
 Complainant: Undergraduate female
 Respondent: Undergraduate male
 Behaviors: Explicit sexual comments and requests.

Action taken: Title IX/SHO educated and warned male. No further complaints.

.....
 Complainant: Undergraduate female "c"
 Respondent: Male teaching assistant
 Behaviors: Claim of discrimination due to TA's sexual relationship with student in class.

Action Taken: Unable to investigate or substantiate.

.....
 Complainant: Undergraduate female
 Respondent: Male staff

.....
 Behaviors: Inappropriate personal comments.

Action Taken: Written warning and education from supervisor.

.....
 Complainant: Female staff
 Respondent: Male staff
 Behaviors: Persistent, unwelcome attempts to engage in conversation.
 Action Taken: Title IX/SHO educated and warned male. No further contact or complaints.

.....
 Complainant: Undergraduate female
 Respondent: Undergraduate male
 Behaviors: Explicit sexual demand.
 Action Taken: Title IX/SHO educated and warned male. No further contact or complaints.

.....
 Complainant: Undergraduate female
 Respondent: Unknown male
 Behaviors: Sexual battery.
 Action Taken: Female unable to provide any information to identify male. Title IX/SHO assisted female.

.....
 Complainant: Female undergraduate

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Respondent: Female undergraduate
Behaviors: Sexually explicit comments about complainant.
Action Taken: Title IX/SHO educated both females and females agreed to no contact.

Complainant: Female staff "c"
Respondent: Male supervisor
Behaviors: Frequent use of profanity and demeaning jokes about women.
Action Taken: Male notified of complaint at females' request. Conduct stopped.

Complainant: Undergraduate female "c"
Respondent: Unknown male
Behaviors: Attempted sexual assault.
Action Taken: Female fought off attacker. Community alert posted.

Complainant: Undergraduate female
Respondent: Male vendor at bookstore.
behaviors: Inappropriate personal/sexual comment.
Action Taken: Bookstore manager educated and warned vendor

Complainant: Graduate female
Respondent: Graduate female

Behaviors: Persistent attempts to initiate intimate relationship.
Action taken: Title IX/SHO educated respondent. No contact restriction.

Complainant: Graduate female
Respondent: Graduate male
Behaviors: Relationship violence.
Action Taken: Male arrested.

Complainant: Graduate female
Respondent: Male other
Behaviors: Unwanted US mail delivered to campus address.
Action Taken: Female advised to seek restraining order.

Complainant: Male staff
Respondent: Male staff
Behaviors: Demeaning comments about sexual orientation.
Action Taken: Referred to EEO/AA.

Complainant: Undergraduate male "c"
Respondent: Male staff
Behaviors: Staff made "pass" at student while student was at an appointment with staff.
Action Taken: Student wanted advice on how to handle it himself.

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Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Intimidating, threatening conduct.
Action Taken: Female told male to not contact her again. Title IX/SHO restricted male from female's college.

Complainant: Undergraduate female
Respondent: Male other
Behaviors: Sexual assault.
Action Taken: Complainant requested advice about resources.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Coerced sex.
Action Taken: Investigated. Unable to substantiate allegations. Female requested no contact, male agreed.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Unwanted touching and invasion of personal space.
Action Taken: Male educated and warned. No further complaints.

Complainant: Undergraduate male

Respondent: Undergraduate female
Behaviors: Threatening, abusive conduct from ex-girlfriend.
Action Taken: Female agreed to no contact restrictions, warned.

Complainant: Undergraduate female
Respondent: Male employer (off campus)
Behaviors: Female forced to view computer pornography. Unwanted touching.
Action Taken: Employer restricted from using student employment services.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Threatening conduct. Repeated shouts of an obscenity.
Action Taken: Investigated, no finding of sexual harassment. No contact restriction. Referred for college discipline.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Hostile and threatening verbal and physical conduct toward female due to ending of relationship.
Action Taken: Male warned and educated. Restricted contact. No further complaints.

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Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Unwanted touching and other attention.
Action Taken: Male educated and agreed to not contact female.

Complainant: Undergraduate female
Respondent: Male staff
Behaviors: Sexualized environment, sexual jokes and comments
Action Taken: Written warning and education.

Complainant: Undergraduate female
Respondent: Male lecturer
Behaviors: Repeated unwanted personal questions. Comments about personal appearance.
Action Taken: Title IX/SHO and student met with lecturer's supervisor. Supervisor warned and educated lecturer.

Complainant: Undergraduate female
Respondent: Male staff
Behaviors: Inappropriate, intimidating physical and verbal comments.
Action Taken: Unable to substantiate allegations.

Complainant: Undergraduate female
Respondent: Unknown
Behaviors: Annoying phone calls.
Action Taken: Unable to identify caller before calls ceased.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Persistent unwelcome touching, invasion of personal space and personal privacy.
Action Taken: Title IX/SHO warned and educated male. Restricted contact.

Complainant: Female lecturer
Respondent: Undergraduate female
Behaviors: Sexually explicit comments and phone calls to lecturer's home.
Action Taken: Title IX/SHO warned and educated female. Contact restricted.

Complainant: Undergraduate females "c"
Respondent: Undergraduate male
Behaviors: Touching, leering, sexual comments and entering females' rooms uninvited.
Action Taken: CAO and Title IX/SHO educated male. No further complaints.

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Complainant: Undergraduate females “c”
Respondent: Undergraduate male
Behaviors: Uninvited hugging, touching, invasion of personal space and sexual comments.
Action Taken: Title IX/SHO educated male. No further complaints.

Complainant: Female staff “c”
Respondent: Male staff (2)
Behaviors: Practical jokes, inappropriate comments.
Action Taken: Female referred to appropriate support services at her request.

Complainant: Male lecturer
Respondent: Undergraduate male
Behaviors: Sexual innuendoes, comments about personal appearance.
Action Taken: Lecturer requested advice then spoke with student.

Complainant: Male staff
Respondent: Female staff
Behaviors: Unwanted email messages and cards after end of consensual relationship.
Action Taken: Male wanted advice and options for handling the situation himself.

Complainant: Undergraduate females “c”
Respondent: Undergraduate males
Behaviors: Undergarment and sexually explicit note left on door of female residents.
Action Taken: Education provide in residence hall.

Complainant: Undergraduate females
Respondent: Undergraduate female
Behaviors: Inappropriate sexual comments and notes.
Action Taken: Title IX/SHO educated and warned female. Contact restricted.

Complainant: Undergraduate females
Respondent: Male other
Behaviors: Unwanted attention toward students by unaffiliated male in library. Screamed at students when they ignored him.
Action Taken: University police warned male.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Repeated unwanted contact after break-up of relationship.
Action Taken: Complainant set no contact boundary. No further complaints.

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Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Male referred to female in sexually explicit terms during class.
Action Taken: Lecturer required written apology from male.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Unwelcome sexual advances.
Action Taken: Complainant told male to leave her alone. He complied.

Complainant: Female staff (2)
Respondent: Male staff
Behaviors: Repeated personal questions, comments about physical appearance. Invasion of space.
Action Taken: Title IX/SHO communicated concerns and requests for no personal contact.

Complainant: Undergraduate female
Respondent: Male other
Behaviors: Persistent personal inquiries, kiss on cheek.
Action Taken: Female requested advice on how to handle it herself.

Complainant: Undergraduate male
Respondent: Undergraduate male
Behaviors: Vulgar, sexually explicit request sent over email.
Action Taken: Title IX/SHO communicated no contact restriction on behalf of complainant.

Complainant: Undergraduate females 'c'
Respondent: Undergraduate male
Behaviors: Entering females' bathroom, pervasive touching, attempted coerced sex.
Action Taken: Title IX/SHO educated and cautioned student.

Complainant: Female staff
Respondent: Male staff
Behaviors: Angry, hostile, and intimidating conduct.
Action Taken: Supervisor warned male.

Complainant: Female staff
Respondent: Male staff
Behaviors: Unwanted contact, invasion of privacy after ending of affair.
Action Taken: No contact requested by female, communicated by Title IX/SHO. Male complied.

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Complainant: Undergraduate tutors (male and female)

Respondent: Undergraduate males

Behaviors: Requests for tutors to assist in downloading pornography

Action Taken: Lab manager posted warning that these requests may be misuse of university equipment/possible hostile environment for tutors.

Complainant: Female staff

Respondent: Male staff

Behaviors: Uninvited contact, persistent requests for a date.

Action Taken: Female requested no contact, communicated by Title IX/SHO. Male complied.

Complainant: Graduate female

Respondent: Male alumnus

Behaviors: Sexually explicit email mistakenly sent to wrong address.

Action Taken: Sender apologized to receiver.

Complainant: Female staff "c"

Respondent: Male manager

Behaviors: Female went to manager to discuss treatment by supervisor. Manager

told her she was "overly sensitive".

Action Taken: Female requested options and advice only at this time.

Complainant: Undergraduate female

Respondent: Unknown

Behaviors: Sexually explicit, derogatory remarks written on message board.

Action Taken: Unable to identify respondent.

Complainant: Undergraduate male

Respondent: Undergraduate male

Behaviors: Respondent engages in sexual activity daily in room while roommate is studying.

Action Taken: Preceptor mediated acceptable arrangement.

Complainant: Undergraduate female

Respondent: Undergraduate female

Behaviors: Email from unknown person full of sexual innuendoes and personal comments.

Action Taken: Friend of complainant admitted to sending email as a joke. Apology.

Complainant: Undergraduate females "c"

Respondent: Undergraduate male RA

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Behaviors: Comments about female bodies,
sexual innuendoes.
Action Taken: College staff educated and warned
RA.

Complainant: Male staff
Respondent: Female staff
Behaviors: Repeated request for a date,
personal questions, work
disruption.
Action Taken: Complainant's supervisor
educated and counseled female.

Complainant: Male staff
Respondent: Female staff
Behaviors: Unwanted personal questions,
uninvited contact.
Action Taken: Supervisor mediated agreement.

Complainant: Undergraduate female
Respondent: Unknown male
Behaviors: Male followed female on campus
path asking personal questions.
Action Taken: Female went into Whole Earth
Restaurant. Male did not follow.
Female reported description to
police.

Complainant: Female staff

Respondent: Undergraduate male
Behaviors: Staff offended by email address.
Action Taken: Male informed that staff would not
respond to his email.

Complainant: Undergraduate female
Respondent: Male other
Behaviors: Harassment/angry conduct by
roommate's boyfriend.
Action Taken: Investigation. No finding of
sexual harassment. Forwarded to
appropriate principal officer.

Complainant: Female staff
Respondent: Undergraduate male
Behaviors: Sexually explicit email.
Action Taken: Respondent apologized and agreed
to no further contact.

Complainant: Undergraduate female "c"
Respondent: Male lecturer
Behaviors: Demeaning, sarcastic, coercive,
and angry conduct in class.
Action Taken: Female encouraged to file
complaint with Title IX or
Department Chair.

Complainant: Undergraduate female
Respondent: Male instructor

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Behaviors: Frequent comments about sex life, jokes about sex.

Action Taken: Instructor met with Title IX/SHO for discussion/education.

Complainant: Undergraduate female "c"

Respondent: Undergraduate male

Behaviors: Invasion of space and privacy, inappropriate touching, and sexually explicit requests.

Action Taken: Title IX/SHO educated and warned male. No further complaints.

Complainant: Female staff

Respondent: Undergraduate male

Behaviors: Staff received sexual email message from student she did not know.

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

Complainant: Undergraduate females "c"

Respondent: Male other

Behaviors: Invasion of privacy, sexual comments, massage, and attempted kissing.

Action Taken: Title IX/SHO sent respondent warning. Campus posted with information/warning.

Complainant: Undergraduate female "c"

Respondent: Undergraduate male

Behaviors: Unwanted persistent attempts to contact female. Professed "love at first sight".

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

Complainant: Undergraduate female

Respondent: Undergraduate male

Behaviors: Angry, threatening conduct due to break-up of relationship.

Action Taken: Female requested no contact. Male violated agreement. Investigation. Finding, sexual harassment. Disciplinary probation and stay away order.

Complainant: Undergraduate males and females "c"

Respondent: Undergraduate male

Behaviors: Male engaged in sexual activity in lounge and bathroom, then bragged about it.

Action Taken: Title IX/SHO educated and warned male. Removed from campus housing.

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Complainant: Undergraduate female
Respondent: Male other
Behaviors: Male sneaked up on female studying at McHenry Library and touched her buttocks.
Action Taken: Female did not want to “press charges.” Police escorted male off campus.

Complainant: Undergraduate females
Respondent: Male staff (supervisor)
Behaviors: Sexual innuendoes, personal questions, comments on physical attributes.
Action Taken: Investigation. Finding, sexual harassment. Demotion.

Complainant: Undergraduate females
Respondent: Male academic staff/lecturer
Behaviors: Sexual conduct, sexual invitations, invitations to “hot tub”.
Action taken: Male refused to respond to allegations, left UCSC.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Letter containing sexually explicit, vulgar, and derogatory comments.

Action Taken: Unable to substantiate who sent letter. Parties agreed to no contact restriction.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Threatening and vulgar remarks directed at coffee shop employee
Action Taken: Restricted from coffee shop, education, written apology.

Complainant: Female staff
Respondent: Male staff supervisor
Behaviors: Hostile environment, glass ceiling.
Action Taken: Complainant wanted to discuss and make record only.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Inappropriate personal questions, unwanted attention.
Action Taken: Professor spoke with respondent. No further complaints.

Complainant: Female staff
Respondent: Male staff supervisor
Behaviors: Patronizing comments and gestures.
Action Taken: Title IX/SO educated respondent. No further complaints.

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Complainant: Undergraduate male
Respondent: Undergraduate female
Behaviors: Invasion or personal space and privacy after break-up.
Action Taken: Complainant requested mediation from Title IX/SHO. Successful.

Complainant: Undergraduate male
Respondent: Unknown
Behaviors: Sexually explicit request via email.
Action Taken: Unable to identify sender.

Complainant: Undergraduate male
Respondent: Male professor
Behaviors: Sexual relationship.
Action Taken: Options and resources to complainant.

Complainant: Undergraduate female TA
Respondent: Undergraduate male
Behaviors: Pervasive comments on physical attributes.
Action Taken: TA wanted advice on talking to the student herself.

Complainant: Female staff
Respondent: Male staff
Behaviors: Sexual innuendoes, staring.

Action Taken: No action. Male dismissed for unrelated reasons.

Complainant: Undergraduate females (7)
Respondent: Undergraduate male
Behaviors: Demeaning, degrading poster in hallway.

Action Taken: After education male removed poster.

Complainant: Undergraduate female 'c'
Respondent: Male employer (off campus)
Behaviors: Indecent exposure, sexual assault.
Action Taken: Female did not want to make police report. She asked the Title IX/SHO to write to male to tell him not to contact her.

Complainant: Female staff 'c'
Respondent: Female staff
Behaviors: Sexual comments, sexualized environment.
Action Taken: Education for entire unit.

Complainant: Undergraduate female RA
Respondent: Undergraduate male
Behaviors: Sexual comment written on message board.
Action Taken: RA spoke to respondent. No further complaints.

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Complainant: Female staff
Respondent: Female supervisor
Behaviors: Inappropriate sexual jokes, teasing, and comments.
Action Taken: Investigation. No finding of sexual harassment.

Complainant: Undergraduate female EAP
Respondent: Host family father
Behaviors: Sexual innuendoes, comments about physical attributes, inappropriate touching.
Action Taken: Investigation. Remedies to complainant. Family removed as future hosts.

Complainant: Undergraduate female 'c'
Respondent: Undergraduate male (unnamed)
Behaviors: Relationship violence
Action Taken: Resources, academic assistance, and options provided to complainant.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Unwanted romantic interest. Will not respect no contact request.
Action Taken: Complainant wanted advice on how to handle it herself.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Unwanted attention, phone calls, notes. Invasion of privacy.
Action Taken: Title IX/SO and CAO educated and warned male. No further contact.

Complainant: Undergraduate females
Respondent: Ex-Undergraduate male
Behaviors: Derogatory and demeaning comments over email (@cats)
Action Taken: No contact restriction enforced on respondent while visiting friends on campus. CATS account revoked.

Complainant: Graduate female
Respondent: Male assistant professor
Behaviors: Sexual innuendoes, implied desire for romantic involvement.
Action Taken: Investigation. No finding of sexual harassment.

Complainant: Undergraduate male
Respondent: Undergraduate male
Behaviors: Explicit sexual request. Retaliation for rejecting romantic interest.

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Action Taken: Title IX/SHO educated and warned respondent. Removed from campus housing.

Complainant: Undergraduate female 'c'

Respondent: Male professor

Behaviors: Patronizing and demeaning comments about women.

Action Taken: Professor notified of effect of comments.

Complainant: Undergraduate females 'c'

Respondent: Male teaching assistant

Behaviors: Compliments male students' and criticizes female students' answers, and gives time and attention to male students.

Action Taken: Education recommended to department chair.

Complainant: Undergraduate female 'c'

Respondent: Male staff

Behaviors: Sexual innuendoes, staring at chest and other areas.

Action Taken: Supervisor warned and educated male staff. No further complaints.

Complainant: Female staff 'c'

Respondent: Male supervisor

Behaviors: During conversations with female staff, supervisor leaves pornography on computer screen.

Action Taken: Female wanted advice on how to handle situation herself.

Complainant: Undergraduate female

Respondent: Conference Executive Director (male, non UCSC affiliate)

Behaviors: Condescending comments, repeated requests for a date, touching.

Action Taken: Complainant wrote conference's board of directors. Written apology from respondent.

Complainant: Undergraduate students 'c' (female and male)

Respondent: Male supervisor

Behaviors: Sexualized environment, comments, and innuendoes.

Action Taken: Investigation. Finding of sexual harassment. Written warning and education.

Complainant: Ex female staff

Respondent: Male supervisor

Behaviors: Sexually explicit comment.

Action Taken: Education and warning to supervisor.

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Complainant: Female staff
Respondent: Male staff
Behaviors: Repeated, uninvited request for a date. Explicit sexual comments to complainant's co-workers about complainant.

Action Taken: Investigation. Finding of sexual harassment. Reassignment of duties. Restricted contact.

Complainant: Undergraduate females
Respondent: Male staff
Behaviors: Sexualized remarks.
Action Taken: Supervisor will educate and warn employee.

Complainant: Undergraduate females
Respondent: Male lecturer
Behaviors: Sexual involvement with students. Propositioned student then encouraged her to drop his class.
Action Taken: Students reported but requested no action.

Complainant: Undergraduate female 'c'
Respondent: Undergraduate male 'c'
Behaviors: Relationship violence
Action Taken: The couple wanted a counseling referral.

Complainant: Undergraduate female
Respondent: Unknown
Behaviors: Explicit sexual comment written on student's EVV.
Action Taken: Forwarded to CAO. Unable to identify respondent.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Unwelcome, uninvited attention and contact from ex-boyfriend.
Action Taken: Title IX/SHO warned and educated male.

Complainant: Undergraduate female 'c'
Respondent: Undergraduate male
Behaviors: Unwanted attention, and personal questions.
Action Taken: Female handled it herself but wanted the incident "on record".

Complainant: Undergraduate females
Respondent: Undergraduate males
Behaviors: Offensive comments and gestures.
Action Taken: Investigation. No finding of sexual harassment. Education.

Complainant: Undergraduate female 'c'

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Respondent: Unknown
Behaviors: Note posted on residence hall wall accusing complainant of being a “slut”.
Action Taken: No action. Unable to identify author.

Complainant: Undergraduate females
Respondent: Male staff
Behaviors: Questions and comments about his and the complainants’ sex life.
Action Taken: Investigation. Finding of sexual harassment. Written warning

Complainant: Graduate female
Respondent: Graduate male
Behaviors: Male spread a “rumor” that he and the complainant were dating.
Action Taken: Female told male she was not interested and to leave her alone.
No further contact.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Unwanted ‘massage’, attention and comments.
Action Taken: Female asked for advice on how to tell the male to stop. She spoke to male. Male apologized and stopped behaviors.

Complainant: Undergraduate female
Respondent: Male other
Behaviors: Uninvited attention, comments, and invasion of space at the library.

Action Taken: Police warned respondent. No further complaints.

Complainant: Undergraduate female
Respondent: Male other
Behaviors: Uninvited and unwanted verbal and written conduct of a romantic nature.

Action Taken: Title IX/SO sent ‘no contact’ and warning letter on student’s behalf.
No further complaints.

Complainant: Undergraduate female
Respondent: Unknown
Behaviors: Unknown person posted sexually explicit and untrue ad on the internet using the complainant’s email address.

Action Taken: Unable to identify respondent.

Complainant: Undergraduate male TA
Respondent: Undergraduate female
Behaviors: Sexual innuendo, flirting.

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Action Taken: TA wanted advice on how to deal with it himself. He spoke to respondent. No further complaints.

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Complainant: Undergraduate female

Respondent: Male staff

Behaviors: Uninvited attention, comments, and sexual innuendo.

Action Taken: Title IX/SHO warned and educated staff.

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Complainant: Male lecturer

Respondent: Undergraduate male

Behaviors: Sexually explicit message sent over email to lecturer.

Action Taken: CAO educated and warned respondent. Letter of apology.

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Complainant: Female staff

Respondent: Male staff supervisor

Behaviors: Complainant alleges that her hours of work were reduced after terminating friendship with supervisor.

Action Taken: Investigation. No finding of sex discrimination.

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Complainant: Undergraduate female

Respondent: Undergraduate male

Behaviors: Sexual battery by "friend" after consumption of alcohol.

Action Taken: Female requested that male be told of the effect of his conduct on her and warned.

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Complainant: Undergraduate female

Respondent: Male temporary staff

Behaviors: Female upset when male entered art class where she was a nude model.

Action Taken: Male's supervisor explained proper protocol for repairs in classroom.

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Complainant: Undergraduate female

Respondent: Male professor

Behaviors: Inappropriate comments on narrative evaluation.

Action: Not Title IX. Student referred to appropriate Academic Senate Committee.

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Complainant: Undergraduate female 'c'

Respondent: Undergraduate male 'c'

Behaviors: Unwanted romantic gifts and notes.

Action: Female wanted advice on how to deal with it herself. Spoke to male. Conduct stopped.

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Complainant: Undergraduate female 'c'
Respondent: Undergraduate male 'c'
Behaviors: Uninvited romantic advances.
Action: Female told male to stop and to
leave her alone. Male complied.

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Complainant: Male lecturer 'c'
Respondent: Undergraduate female 'c'
Behaviors: Female invited lecturer to dinner
then propositioned him.
Action: Lecturer requested advice on how
to deal with it himself.

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In addition to the above cases, the Title IX office
and other university officials assisted 22
undergraduate female students, who alleged an
acquaintance sexual assault(s). These students
requested confidentiality. They were informed of
their option to file a Title IX complaint and/or a
police report. They were given all of the
assistance they each requested, which included
referrals to Counseling and Psychological
Services, Rape Prevention Education, and
medical services. They were also provided with
assistance in changing their living arrangements
and with their classes.

.....
Forty-two (42) requests for information and
advice from Santa Cruz County residents, other

college and university administrators, politicians,
and other persons nationwide on UCSC's *Sex
Offense Policy*, our procedures, and other general
questions.