
1996 - 1997 SEXUAL HARASSMENT ANNUAL REPORT

June 1998

!!YES-STUDENTS HAVE CONFIDENTIALITY-YES!!

RAPE AND SEXUAL ASSAULT AT UCSC

Confidentiality Issues and Resources

In June of 1997

Chancellor Greenwood sent the following message to the entire campus community. It is still applicable today as well as the information which follows her message.

To My Campus Colleagues:

I want to reassure you unequivocally that prompt and professional rape crisis intervention counseling is available to all members of the campus community, whether female or male-and it is completely confidential.

This statement is in response to misleading, incorrect, and potentially harmful information that has been circulated recently on and off campus, implying that confidential counseling for rape and sexual assault survivors no longer is available at UCSC, due to the UCSC Sex Offense Policy.

As I have noted, that claim is completely untrue, since trained psychologists in Counseling and Psychological Services (CPS) are available and dedicated to assisting rape survivors. They do so with respect and, by law, with complete confidentiality. (The only exceptions to this confidentiality are cases involving specific life-threatening circumstances or those involving child and elder safety issues-and both of these exceptions are strictly defined by law.)

In addition to CPS, there are other campus resources for dealing with rape and other sex offenses. These include the Title IX Office, the Rape Prevention Education Program, and the UC Santa Cruz Police Department. The following information describes the differing kinds of services each of these offices provides, plus it presents more detail about the laws involving reporting of rape and sexual assault, and some additional resources available in the community.

Please read this material, and then pass it along to others, so that together we can dispel potentially destructive misinformation. I urge that we all strive to create a campus community that is free from violence of any kind, but should it occur, I request that we assist in referring

survivors to the appropriate resources.

Legal Requirements and UCSC Policy for Reporting Sex Offenses

As national awareness and dismay about the extent of rape and relationship violence has grown, legislation has passed that is designed to provide expanded reporting of incidents as a way of offering additional protection for survivors. This collective national determination to address this devastating epidemic is long overdue. These legislative changes in reporting have created some legitimate concerns about confidentiality. This is an area that needs special attention.

The reporting requirements outlined in the UCSC Sex Offense Policy comply with federal law enacted in 1994. The requirements apply to university officials who do not have "significant counseling responsibilities." (And at UCSC, the only university employees with significant counseling responsibilities are psychologists working for Counseling and Psychological Services.)

In compliance with federal law, information about campus-related rapes and sexual assaults is collected

1997 SEXUAL HARASSMENT ANNUAL REPORT

by the UCSC Title IX Officer-and the information that is communicated by university officials to the Title IX Officer about reported instances of campus-related rapes and sexual assaults is reported anonymously, i.e., the survivor's name is not disclosed. Past rapes that are not campus-related are not reported. The report only asks for enough information to distinguish one reported incident from another (general time/ general location) and any information that would have a bearing on campus safety (for example, was this a stranger or acquaintance rape? Was a weapon used? Was a drug, like Rohypnol, involved?). Lastly, the report asks for confirmation that the university official provided the survivor with information about resources and options.

However, if a student comes to a university official and specifically accuses someone, by name, of committing a felony (including rape or sexual assault), then the university official receiving this information is obligated, for obvious legal reasons, to forward this information as well. The complainants name is **never** reported without her/his permission.

Campus Resources for Confidential Rape and Sexual Assault Counseling

Counseling and Psychological Services (CPS) 459-2628 has a diverse staff whose education, training and experience meet the highest standards of the field. They provide same-day services for students who are in crisis, including students who are in crisis due to rape, and/or domestic or relationship violence. Counseling Psychologists are located in each of the colleges and at the CPS office at the Health Center.

The staff at CPS are sensitive to the needs of survivors of rape, as well as the concerns of their partners, spouses, friends, and families. A counseling psychologist listens with care to any concerns a student may have and can assist survivors to develop their own action plan by reviewing all available alternatives and options, and providing referral information to help support survivors in whatever they decide to do.

CPS counselors have a high level of experience and expertise counseling individual survivors of rape. CPS staff also have facilitated support groups on campus for rape survivors. CPS accommodates requests for gender matching for rape and sexual assault survivors.

In brief, the CPS staff are dedicated and well qualified to respond to the needs of rape and sexual assault survivors. CPS staff has the most up-to-date training and information about rape and counseling survivors of rape. Staff are also available to provide training and counseling to campus groups and provide, by law, completely confidential services for survivors.

Additional On-Campus Services and Programs

The Title IX Office (459-2462)

The Title IX Officer is responsible for receiving and conducting the administrative investigation of all complaints of sexual assault filed on campus by students. She is available to discuss options, provide resources/support, and explain university policies and procedures. A Title IX investigation is not a criminal procedure. The Title IX Officer will not initiate an investigation without the written consent of the survivor. The Title IX Officer treats all conversations with students, faculty, and staff with

the highest level of confidentiality, and will always respect a survivor's request for anonymity. If, at the conclusion of the Student Judicial Discipline procedures, a perpetrator is found guilty of sexual assault or rape the administered discipline will be either suspension or dismissal from the university.

The University Police (911 Emergency or 459-2231 Non-Emergency)

Rape is a serious crime (a felony) and needs to be reported as soon as possible if you wish to have charges pressed. The university police have experienced female officers who can be available to work with rape survivors. The officer will take the report, collect evidence, and assist survivors throughout the investigation process, including a medical examination at Dominican Hospital. The medical exam is conducted by specially trained nurse examiners. Cases will be forwarded to the District Attorney who will make the decision whether or not to proceed based on the evidence available and in consultation with the survivor. Survivors who are unsure if they want to prosecute may wish to go ahead with the physical exam for evidence, in case they decide to press charges at a later time.

Rape Prevention Education Program (459-2721)

Staff in the Rape Prevention Education Program are available to provide educational presentations, self-defense classes, individual appointments, and information about options and resources. Programs offered by Rape Prevention Education include new student orientations, residential staff training, and working with peer educators to educate UCSC students about rape and rape prevention. The Rape Prevention Education staff adhere to the highest levels of

1997 SEXUAL HARASSMENT ANNUAL REPORT

confidentiality. However, since they are not counselors, they must report incidents of campus related rapes and sexual assaults to the Title IX Officer (without revealing the identity of the (survivor) within 48 hours.

Off-campus Resources

Rape crisis intervention services are provided at the following community women's crisis centers. California law guarantees confidentiality to all certified rape crisis workers who are employed by community rape crisis centers.

Defensa De Mujeres - 24 hours - 685-3737

Provides assistance with filling out Temporary Restraining Orders (TRO), in-person and telephone counseling, shelter, and advocacy. Bilingual services are available.

Women's Crisis Support - 24 hours - 429-1478

Provides assistance with filling out Temporary Restraining Orders (also sells TRO packets with instructions on how to file); in person and telephone counseling, shelter, and advocacy. Bilingual services are available.

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 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.

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

1997 SEXUAL HARASSMENT ANNUAL REPORT

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.

1996-1997 Summary of Title IX Office Activity

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

1996-97: 121 Cases

Respondent's Campus Affiliation

Undergraduate male	51
Staff male	20
Nonaffiliated male	18
Staff female	07
Unknown	07
Undergraduate female	06
Faculty male	06
Graduate male	04
Lecturer male	01
Extension instructor male	01

Breakdown by sex:

Male to Female	74%
Female to Male	6%
Male to Male	9%
Female to Female	7%
Sex Unknown	4%

Summary Of Cases July 1, 1996 to June 30, 1997:

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: Poster of women's buttocks on outside door.

Action taken: Owner asked to move poster to inside of room.

Complainant: Undergraduate male

Respondent: Undergraduate male

Behaviors: Sexual attention-unwanted.

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

Complainant: Female staff

Respondent: Undergraduate male

Behaviors: Unwanted phone calls.

Action Taken: Complainant told male to stop calling or she would file a complaint. Calls stopped.

1997 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Undergraduate female
Respondent: Unknown
Behaviors: "Girly" pin-ups on hall walls.
Action Taken: Removed.

Complainant: Undergraduate female "c"
Respondent: Male professor
Behaviors: Comments about appearance, touching.
Action Taken: Student wanted information on how to handle herself.

Complainant: Graduate female
Respondent: Graduate male
Behaviors: Unwanted attention.
Action Taken: Complainant wanted advice on how to handle it herself.

Complainant: Female high school summer program students.
Respondent: Two male FSH high school students.
Behaviors: Marijuana offered in exchange for sexual acts.
Action Taken: Police and parents contacted.

Complainant: Undergraduate female
Respondent: Male other
Behaviors: Intimidating and threatening verbal comments.

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

Complainant: Female staff
Respondent: Male supervisor
Behaviors: Aggressive physical touching.
Action Taken: Manager warned supervisor.

Complainant: Undergraduate female
Respondent: Male staff
Behaviors: "Pinched" waist on both sides from behind.
Action Taken: Written warning. Letter of apology. Education.

Complainant: Male other
Respondent: Undergraduate male
Behaviors: Email misuse-vulgar message.
Action Taken: Respondent warned and educated.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Persistent requests for dates after being told no for two months.
Action Taken: Complainant wrote "no contact" letter, behavior stopped.

Complainant: Female staff

1997 SEXUAL HARASSMENT ANNUAL REPORT

Respondent: Undergraduate males
Behaviors: Staff subjected to pornographic pictures on UC computers.
Action Taken: Respondents educated about computer use policy.

Complainant: Male extension student
Respondent: Male instructor
Behaviors: Sexist comments in class.
Action Taken: Student withdrew and received refund. Education for instructor.

Complainant: Graduate female
Respondent: Graduate male (UCSD)
Behaviors: Threatening conduct from ex-boyfriend.
Action Taken: Female wanted advice on how to handle herself. Referred to Counseling & Psychological Services.

Complainant: Female other
Respondent: College Maintenance Department
Behaviors: Summer paint crew posted "Paint Wet" signs with a picture of a scantily clad female on it.
Action Taken: Supervisor removed signs. Education.

Complainant: Female staff
Respondent: Male temporary staff
Behaviors: Sexually suggestive comments and massage/touching.
Action Taken: Male dismissed.

Complainant: Undergraduate female 'c'
Respondent: Undergraduate male
Behaviors: Persistent phone calls and notes.
Action Taken: Female requested information on how to handle it herself.

Complainant: Female staff 'c'
Respondent: Male professor
Behaviors: Attempted kissing
Action Taken: Warning and education.

Complainant: Undergraduate female
Respondent: Male staff
Behaviors: Retaliation on job reference for reporting sexual comments.
Action Taken: Unit head provided positive reference.

Complainant: Undergraduate female
Respondent: Campus unit
Behaviors: Gender bias in office environment.
Action Taken: Investigated. No finding.

1997 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Undergraduate females
Respondent: Undergraduate male
Behaviors: Touching, sexual comments and entering rooms after requests not to.
Action Taken: Disciplinary probation. Education.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Sexual comments.
Action Taken: College staff educated respondent.

Complainant: Female staff
Respondent: Male staff
Behaviors: Repeated, persistent requests for a date.
Action Taken: "No contact" letter sent by complainant. Education by Title IX/SHO.

Complainant: Undergraduate males
Respondent: Male staff
Behaviors: Sexual conduct and comments.
Action Taken: Male staff no longer employed.

Complainant: Male staff
Respondent: Female staff
Behaviors: Intimidating/hostile conduct.

Action Taken: Supervisor mediated-on request from complainant.

Complainant: Undergraduate female
Respondent: Undergraduate female
Behaviors: Threatening/intimidating conduct.
Action Taken: Not Title IX. Referred to the appropriate office.

Complainant: Undergraduate males and females
Respondent: Female staff
Behaviors: Sexual comments
Action Taken: Education and warning by Title IX/SHO.

Complainant: Undergraduate female
Respondent: Male athletic team
Behaviors: Sexists epithets shouted during practice so that students in nearby classes could hear.
Action Taken: Coach educated and warned players.

Complainant: Female staff
Respondent: Male staff
Behaviors: Invasion of space, unwanted touching.
Action Taken: Supervisor educated male staff.

1997 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Unwanted attention/following.
Action Taken: College staff warned, set “no contact” restriction and educated male.

Complainant: Undergraduate females ‘c’
Respondent: Undergraduate male
Behaviors: Hugging and massage.
Action Taken: Respondent warned and educated.

Complainant: Female staff ‘c’
Respondent: Male staff
Behaviors: Hostile, intimidating, and threatening conduct.
Action Taken: Education by Title IX/SO. No further complaints.

Complainant: Undergraduate female
Respondent: Unknown male
Behaviors: Male in disguise following female around library.
Action Taken: Unable to identify male. Resources and assistance to complainant.

Complainant: Undergraduate female
Respondent: Male tutor

Behaviors: Used class list to call female at home and attempted to initiate personal relationship.
Action Taken: Female complained to professor. Tutor warned and educated. No further problems.

Complainant: Female staff
Respondent: Female temporary staff
Behaviors: Sexual comments, rude, demeaning conduct.
Action Taken: Temporary staff no longer on campus.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Respondent sent pornographic email to female using another student’s account because he was jealous.
Action Taken: Disciplinary probation, counseling and letters of apology.

Complainant: Undergraduate female resident assistant
Respondent: Undergraduate male
Behaviors: Sexists notes on RA’s door.
Action Taken: Education and warning.

1997 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Peeping under shower stall.
Action Taken: Unable to substantiate allegation.

Complainant: Graduate females 'c'
Respondent: Male professor
Behaviors: Sexualized, overly personal
conduct.
Action Taken: Education for respondent by Title
IX/SHO. No further complaints.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Derogatory sexist comments.
Action Taken: Mediation requested by
complainant. Successful.

Complainant: Undergraduate female
Respondent: Undergraduate male tutor
Behaviors: Sexual innuendoes/comments
Action Taken: Education and warning.

Complainant: Undergraduate female 'c'
Respondent: Undergraduate male
Behaviors: Referring to complainant as
'honey' and 'babe', massaging.
Action Taken: Education-no further problem.

Complainant: Female staff
Respondent: Male professor
Behaviors: Sexual comments/innuendoes
Action Taken: Female wanted advice on how to
handle it herself. Behavior
stopped.

Complainant: Undergraduate female EAP
Respondent: Male other
Behaviors: Sexualized environment in host
home.
Action Taken: Female transferred to new home.

Complainant: Female staff
Respondent: Male staff
Behaviors: Sexual remarks, requests, sexist
comments.
Action Taken: Female transferred on her request.
Written warning to respondent.

Complainant: Undergraduate females
Respondent: Undergraduate male
Behaviors: Touching, sexual comments,
invasion of space.
Action Taken: Education and "no contact"
restriction.

Complainant: Undergraduate females 'c'
Respondent: Male lecturer

1997 SEXUAL HARASSMENT ANNUAL REPORT

Behaviors: Looking female students up and down in a sexual manner.

Action Taken: Department chair educated lecturer.

Complainant: Undergraduate females 'c'

Respondent: Undergraduate male

Behaviors: Demeaning comments, staring at females' chest.

Action Taken: College staff educated male.

Complainant: Undergraduate female

Respondent: Undergraduate male

Behaviors: Harassing conduct after breakup of relationship.

Action Taken: Educated and warned male. "No contact" agreement.

Complainant: Undergraduate female

Respondent: Male other

Behaviors: Indecent exposure.

Action Taken: Arrested by Santa Cruz Police.

Complainant: Undergraduate female

Respondent: Male other

Behaviors: Male selling newspaper subscriptions would not take 'no' from female. Aggressive, intimidating conduct.

Action Taken: Newspaper fired respondent.

Complainant: Male staff

Respondent: Male staff

Behaviors: Threatening, intimidating behavior.

Action Taken: Not Title IX. Referred to appropriate office.

Complainant: Undergraduate female 'c'

Respondent: Male other

Behaviors: Landlord making sexual comments and unwanted touching.

Action Taken: Community Rentals manager warned and educated landlord.

Complainant: Graduate female

Respondent: Graduate male

Behaviors: Angry, threatening conduct after relationship ended.

Action Taken: Female set "no contact" restriction. Title IX/SHO educated male.

Complainant: Undergraduate female

Respondent: Undergraduate male

Behaviors: Sexist comments and behaviors.

Action Taken: Male volunteered to move and both parties agreed to "no contact."

1997 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Female staff 'c'
Respondent: Undergraduate male
Behaviors: Hostile, intimidating, disrespectful conduct.
Action Taken: Complainant wanted advice on how to deal with it herself.

Complainant: Undergraduate female
Respondent: Unknown sender
Behaviors: Sexually explicit visual sent over email.
Action Taken: Unable to identify sender.

Complainant: Female other
Respondent: Undergraduate male
Behaviors: Relationship violence.
Action Taken: College disciplined respondent and reported matter to the police.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Staring, intimidating threatening conduct after being turned down for a date.
Action Taken: University warning. Housing contract canceled. "No contact" restriction.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Unwanted personal attention, ridicule.
Action Taken: Complainant requested transfer to another residence. "No contact" restriction and education for male.

Complainant: Undergraduate female 'c'
Respondent: Undergraduate male
Behaviors: Respondent left note on female's door saying that that he was staring at her through her window.
Action Taken: Respondent warned and educated by college staff.

Complainant: Undergraduate female
Respondent: Female staff
Behaviors: Threatening behavior due to interest in same man.
Action Taken: "No contact" restriction between parties.

Complainant: Female teaching assistant
Respondent: Undergraduate male
Behaviors: Respondent threatened TA because of grade on paper.
Action Taken: Not Title IX. Professor and police contacted.

1997 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Male other
Respondent Undergraduate male
Behaviors: Email harassment.
Action Taken: Not Title IX. Referred to Student
Judicial Affairs.

Complainant: Undergraduate female
Respondent: Male other
Behaviors: Relationship violence.
Action Taken: Respondent arrested by police.
Denied access to residential areas.

Complainant: Undergraduate female 'c'
Respondent: Male staff
Behaviors: Sexual battery.
Action Taken: Academic and counseling
assistance for complainant. "No
contact" restriction.

Complainant: Undergraduate female 'c'
Respondent Undergraduate female
Behaviors: Sexual advance.
Action Taken: Complainant requested and
received a change of housing.
Referred to C&PS.

Complainant: Undergraduate female
Respondent: Undergraduate male

Behaviors: Acquaintance rape.
Action Taken: Complainant did not file
complaint. Requested and received
assistance with academics/housing
and counseling. Requested
education for respondent by Title
IX/SHO.

Complainant: Undergraduate female
Respondent: Male other
Behaviors: Unwanted contact, notes, visits,
and phone calls from ex-boyfriend.
Action Taken: Reported to police. Respondent
restricted from residence halls and
warned about entering campus to
harass complainant.

Complainant: Undergraduate females
Respondent Undergraduate male
Behaviors: Touching, sexual comments and
innuendoes.
Action Taken: Warning and education. No further
complaints.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Statutory rape
Action Taken: Police investigation.

1997 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Vulgar, demeaning note left in mailbox.
Action Taken: College staff warned and educated respondent.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Male used mirror in co-ed shower to watch female while she was showering.
Action Taken: Disciplinary probation, cancellation of housing contract, "no contact" restriction and 50 hours community service.

Complainant: Undergraduate female
Respondent: Male other
Behaviors: Unwanted contact, visits, and phone calls.
Action Taken: Complainant secured restraining order.

Complainant: Undergraduate females
Respondent: Undergraduate male
Behaviors: Inappropriate comments.
Action Taken: Education by college staff.

Complainant: Undergraduate female
Respondent: Undergraduate female
Behaviors: Homophobic notes left on door.
Action Taken: Not Title IX. Referred to college administration.

Complainant: Female staff
Respondent: Female supervisor
Behaviors: Retaliation for requesting that sexual jokes stop in office.
Action Taken: Investigated. Unable to substantiate. Education and referred to Conflict Resolution Center for mediation.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Sexual assault.
Action Taken: Investigation. Unable to substantiate allegations. Academic, C&PS & housing assistance for complainant.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Blocks path/doors in residence hall.
Action Taken: Complainant requested advice on how to handle it herself.

1997 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Pressure for dates. Persistent notes, visits, and calls after being told 'no'.
Action Taken: Complainant sent "no contact" letter. No further problems.

Complainant: Undergraduate female 'c'
Respondent: Undergraduate male 'c'
Behaviors: Sexual assault.
Action Taken: Complainant did not file complaint. College staff assisted her with academics & counseling.

Complainant: Undergraduate female
Respondent: Male instructor
Behaviors: Sexual comments, jokes & innuendoes.
Action Taken: Instructor dismissed for this and other complaints.

Complainant: Graduate female
Respondent: Unknown
Behaviors: Email harassment.
Action Taken: Provided complainant with systems information, advice, and options.

Complainant: Undergraduate female
Respondent: Unknown male
Behaviors: Email messages and phone calls from unknown person.
Action Taken: Unable to identify respondent. Assistance to complainant.

Complainant: Undergraduate female
Respondent: Undergraduate male
Behaviors: Respondent masturbating while speaking with complainant on the phone.
Action Taken: Complainant requested mediation with respondent.

Complainant: Undergraduate male
Respondent: Undergraduate female
Behaviors: Unwanted visits, calls, and email after relationship ended.
Action Taken: Education and warning to respondent. "No contact" restriction agreed to by both parties.

Complainant: Undergraduate female
Respondent: Male teaching assistant
Behaviors: Flirting-inappropriate personal contact.

1997 SEXUAL HARASSMENT ANNUAL REPORT

Action Taken: Professor warned and educated
TA.

Complainant: Undergraduate female

Respondent Male other

Behaviors: Indecent exposure.

Action Taken: Arrested by police.

Complainant: Graduate female 'c'

Respondent: Graduate males

Behaviors: Female's breast and buttocks
grabbed by males at party on
campus.

Action Taken: Advice, options and assistance
requested by complainant.

Complainant: Female staff

Respondent: Unit WEB page

Behaviors: Complainant was offended by
quote WEB page

Action Taken: Complainant requested advice on
how to discuss with unit.

Complainant: Undergraduate female resident
assistant

Respondent Undergraduate male

Behaviors: Angry, demeaning, sexually
explicit remarks screamed at on-
duty RA.

Action Taken: Housing contract canceled and
permanent restriction from
residential facilities.

Complainant: Undergraduate females

Respondent: Undergraduate male

Behaviors: Explicit, vulgar sexual messages
sent over Email.

Action Taken: Email account canceled.
University warning.

Complainant: Undergraduate female 'c'

Respondent: Male other

Behaviors: Acquaintance rape.

Action Taken: Complainant received assistance
and chose not to report.

Complainant: Undergraduate female

Respondent Male other

Behaviors: Unwanted request for a date at an
off campus University sponsored
program.

Action Taken: Title IX/SHO met with program's
director to advise on action.
Respondent warned, no further
complaints.

Complainant: Male staff

Respondent: Male supervisor

1997 SEXUAL HARASSMENT ANNUAL REPORT

Behaviors: Intimidating, demeaning conduct from supervisor.

Action Taken: Not Title IX. Referred to the appropriate office.

Complainant: Undergraduate male

Respondent: Undergraduate female

Behaviors: Phone calls and personal contact after breakup of relationship.

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

Complainant: Graduate female

Respondent: Graduate male

Behaviors: Persistent and pervasive personal comments and questions.

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

Complainant: Undergraduate female

Respondent: Undergraduate male

Behaviors: Vulgar, sexual email.

Action Taken: Warning and education to respondent. "No contact" restriction.

Complainant: Undergraduate male

Respondent: Undergraduate female

Behaviors: Relationship violence.

Action Taken: Disciplinary censure, housing probation, and "no contact" restriction.

Complainant: Undergraduate females

Respondent: Male other

Behaviors: Entering female resident's rooms, and attempted to hug and kiss females.

Action Taken: Community alert posted. Police patrol.

Complainant: Undergraduate females

Respondent: Male other

Behaviors: Respondent approaches females, requests them to accompany him into the woods to sketch them.

Action Taken: Community alert posted. Police patrol.

Complainant: Undergraduate female

Respondent: Male unknown

Behaviors: Male masturbating on path in the woods between Social Sciences and Crown.

Action Taken: Reported to police. Unable to locate.

Complainant: Undergraduate female 'c'

1997 SEXUAL HARASSMENT ANNUAL REPORT

Respondent: Male professor
Behaviors: Attempts by respondent to date complainant.
Action Taken: Complainant wanted advice on how to handle herself.

Complainant: Undergraduate male
Respondent: Unknown
Behaviors: Racist-sexist email.
Action Taken: Unable to identify sender.

Complainant: Undergraduate female
Respondent: Unknown male
Behaviors: Complainant was running on Chinquapin Road and male on mountain bike made obscene suggestions.
Action Taken: Contacted police. Unable to locate or identify male.

Complainant: Undergraduate female
Respondent: Male other
Behaviors: Intimidating, demeaning, and threatening conduct from landlord.
Action Taken: Reported to Community Rentals. Landlord no longer able to post rooms.

Complainant: Female staff

Respondent: Male unknown
Behaviors: Vulgar, sexually graphic message about complainant left in Marriott suggestion box.
Action Taken: Unable to identify who wrote the message.

Complainant: Female staff
Respondent: Male supervisor
Behaviors: Intimidating, demeaning, sexist conduct.
Action Taken: Complainant wanted advice on how to handle it herself.

Complainant: Undergraduate female (UCLA)
Respondent: Male other
Behaviors: Explicitly sexual email. Sender unknown to receiver.
Action Taken: Advised complainant on where to receive assistance at UCLA.

Complainant: Male professor
Respondent: Undergraduate male student
Behaviors: Explicit sexual comment during class.
Action Taken: Professor wanted advice on how to handle it himself.

Complainant: Undergraduate female

1997 SEXUAL HARASSMENT ANNUAL REPORT

Respondent: Undergraduate male
Behaviors: Persistent touching and tickling after being told numerous times to stop.
Action Taken: College staff told respondent to stop and to leave complainant alone.

Complainant: Undergraduate females 'c'
Respondent Undergraduate males
Behaviors: Explicit, vulgar sexual messages left on message boards in residence hall.
Action Taken: Unable to identify exactly who wrote them. Education for entire floor.

Complainant: Undergraduate female 'c'
Respondent: Undergraduate male
Behaviors: Acquaintance rape.
Action Taken: Complainant requested assistance with counseling and with her academics.

Complainant: Male staff
Respondent: Undergraduate male
Behaviors: Email harassment.
Action Taken: Not Title IX. Referred to Student Judicial Affairs.

Complainant: Undergraduate female 'c'
Respondent Male professor
Behaviors: Request for a date, hugging, other touching and unwanted gifts.
Action Taken: Complainant requested information so she could deal with it herself.

Complainant: Female staff
Respondent: Male staff
Behaviors: Demeaning, intimidating conduct.
Action Taken: Education and behavior contract agreed to by respondent.

Complainant: Male staff
Respondent: Male staff
Behaviors: Sexually inappropriate behavior for work environment. Comments, touching, and hugging.
Action Taken: Complainant wanted advice on how to deal with it himself.

Complainant: Female staff 'c'
Respondent Male staff
Behaviors: Demeaning, patronizing conduct directed at females.
Action Taken: Education for respondent. No further complaints.

1997 SEXUAL HARASSMENT ANNUAL REPORT

Complainant: Undergraduate male

Respondent: Undergraduate male

Behaviors: Respondent masturbating in
computer lab.

Action Taken: Unable to identify respondent.

Complainant: Female professor

Respondent: Undergraduate male

Behaviors: Vulgar, sexual email.

Action Taken: Education and warning.

Respondent wrote apology.

Complainant: Female staff

Respondent: Male staff

Behaviors: Picture offensive to female staff in
office on male's wall.

Action Taken: Respondent asked to keep door to
hall closed so complainants do not
have to see picture.