
1998 - 1999 SEXUAL HARASSMENT ANNUAL REPORT

April 2000

For information on UCSC crime statistics see page 4 & access <http://www2.ucsc.edu/police/>

REMINDER TO UNIVERSITY OFFICIALS

The UCSC Sex Offense Policy and Procedures For Reports Of Sexual Assault(s) and Sexual Harassment (Policy) state that University Officials will include but are not limited to: Vice Chancellors, Deans, Dean of University Extension, Director of Summer Session, Provosts, Department Chairs, Department Undergraduate & Graduate Adviser, Department Assistant/Manager, College Administrative Officers, Manager of Family Student Housing, Manager of Graduate Housing and Camper Park, Unit Heads, Program Directors, Supervisors, University Police, Ombudsman, Rape Prevention Education Coordinator, Judicial Affairs Officer, Residential Life Coordinators, College Proctors, Resident Preceptors, Coordinators for Residential Education, and Area

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

All University Officials are required to attend a mandatory training presented by the Title IX office. In addition there is now available a WEB based training program found at www2.ucsc.edu/title9-sh (click on the green box at top WEB-based "University Officials" training) that University Officials may complete in lieu of attending the training. In addition, to assist University Officials in fulfilling their responsibilities information can be found on pages 17 & 18 in the Policy

booklet and on the last four pages of the booklet as well.

Summary of Recent Case Law on Sexual Harassment

By Barabra A. Lee, Esq.
NASPA Forum January 2000

SEXUAL HARASSMENT OF STUDENTS:

Students may face harassment from faculty or staff or from other students. Title IX of the Education Amendments of 1972 is the source of legal protection against harassment of students. The institution may be liable for faculty-to-student harassment, particularly if the faculty member has supervisory authority over the student with respect to academic or job performance. If the target notifies a college administrator with the authority to enforce the harassment policy and the institution exhibits "deliberate indifference" to the report, liability may ensue. In both cases, students may win monetary damages if their lawsuit is successful.

SEXUAL HARASSMENT OF EMPLOYEES:

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All employees are protected from sexual harassment by both federal and state law. Harassment may occur between a supervisor and a subordinate, between co-workers, or between an outsider (a vendor, independent contractor, or campus visitor) and an employee. The harasser may be the same sex as the target if the harassment occurs because of the sex (male/female) of the target. In all of these cases, the institution may face legal liability if any supervisory or managerial employee knew about or witnessed the harassment and did not take steps to ensure that it stopped. The Supreme Court has ruled recently that employers may face liability for harassment by a supervisor even if the target never complained internally; however, having a strong policy against harassment, conducting harassment awareness and prevention training, having a multi-channeled complaint process, and taking active steps to prevent harassment on a day-to-day basis may minimize the employer's liability.

Sexual Harassment and the Title IX office

UC Santa Cruz takes the issues of sexual assault and sexual harassment very seriously and is committed to ensuring that our campus community is free of violence, discrimination and harassment. The Title IX Coordinator/Sexual Harassment Officer (Title IX/SHO) for the University of California, Santa Cruz campus is responsible for providing an environment free

from discrimination or harassment on the basis of sex for all students, staff and faculty. The goal of the Title IX office is to ensure that students, staff, faculty, and persons participating in University sponsored programs and events can learn, work, and enjoy the benefits and opportunities offered by the campus, free from any uninvited, unwelcome, unsolicited, and unwanted conduct directed at them because of their sex. The Title IX/SHO is authorized by the Chancellor to conduct the administrative investigation of all reports of sexual assault filed by students, staff, and faculty. Additionally the Title IX/SHO receives and resolves reports and complaints of sexual harassment.

What is Title IX?

Title IX of the Education Amendments Act of 1972 forbids sex discrimination in University student services, academic programs, and employment. This includes, but is not limited to, admissions, financial aid, academic advising, housing, athletics, recreational services, college residential life programs, health services, counseling and psychological services, registrar, classroom assignments, grading and discipline. The United States Supreme Court has ruled that sexual assault and harassment are types of sex discrimination and thus a violation of Title IX.

The Title IX office and Sexual Assault, including Rape.

COMPLETELY PRIVATE HELP IS AVAILABLE

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 support, and explain university policies and procedures. A Title IX investigation is not a criminal procedure. If a survivor would like to file criminal charges she/he should contact the University Police at 459-2231 as soon as possible. The Title IX officer will not initiate an investigation without the written consent of the survivor. The Title IX office treats all conversations with students, faculty, and staff with the highest level of confidentiality, and will always respect a survivor's request for anonymity.

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

Rape crisis intervention services are also available at the following community women's

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crisis centers. Defensa De Mujeres-24 hours-685-3737 and Women's Crisis Support-24 hours-429-1478. Bi-lingual, in person and telephone counseling, shelter, advocacy, and assistance with temporary restraining orders are available.

What is Sexual Harassment?

The only threshold a student, staff or faculty must meet to receive assistance from the Title IX/SHO is; if you are the target of uninvited or unwelcome or unsolicited or unwanted conduct which is being directed at you because of your sex

If you have questions or just want to inquire about sexual harassment or sex discrimination. If you want to make a report or file a complaint or if you want an educational seminar for any campus group or if you want information, advice, referrals, and/or copies of *UCSC's Sex Offense Policy and Procedures for Reports of Sexual Assault(s) and Sexual Harassment* or copies of the *Sexual Harassment Annual Report* please contact the Title IX/Sexual Harassment Office at (408) 459-2462 or email rew@cats.ucsc.edu. **WEB** www2.ucsc.edu/title9-sh

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 no contact restrictions, 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

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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 and by Title IX of the Education Amendments of 1972. In addition information included here provides for the University's compliance pursuant

to the Drug free Schools and Communities Act of 1989, the Campus Security Act of 1990, and the Campus Safety Act of 1994.

CRIME AWARENESS & CAMPUS SECURITY

The security of all members of the campus community is of vital concern to the University of California at Santa Cruz. Every fall the campus publishes a report containing the following:

Crime prevention advice, the law enforcement authority of the UC Police, policies concerning the reporting of crimes and emergencies, policies concerning security and access to campus facilities, descriptions of programs regarding campus security procedures and practices, a statement of policy regarding the possession, use and sale of alcoholic beverages and the enforcement of drinking, drug and weapons laws, and crime statistics for the most recent three year period.

A copy of this report may be requested from the University of California Police (X9-2231). Information may also be viewed on the UCSC Police Web site:
<http://www2.ucsc.edu/police/>

Please continue through this report for a:

Summary Of Cases July 1, 1998 to June 30, 1999:

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.

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Complainant: Female Undergraduate

Respondent: Male Lecturer

Summary of Allegations: Written and verbal romantic and personal attention.

Action Taken: Written warning and education by Department Chair and Title IX/SO.

Complainant: Female Undergraduate

(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Unknown male made explicit sexual comment to female in hallway of building.

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

Complainant: Female Staff

Respondent: Female Undergraduate

Summary of Allegations: Demeaning and intimidating comments.

Action Taken: Letter of apology to complainant. Warning and education.

Complainant: Female Resident Assistant

Respondent: Male Staff

Summary of Allegations: Explicit sexual comments.

Action Taken: Education and written warning.

Complainant: Male Instructor

Respondent: Female Summer Session Student

Summary of Allegations: Student called instructor at home and professed love for instructor at end of the class.

Action Taken: Instructor sent "no-contact" letter to student.

Complainant: Female Undergraduate

(Requested Confidentiality)

Respondent: Male Resident Assistant

Summary of Allegations: Sexual comments and unwanted massage.

Action Taken: Warning and education from supervisor.

Complainant: Female Staff

Respondent: Male Summer Session Student

Summary of Allegations: Explicit sexual comments that were threatening and intimidating.

Action Taken: Letter of apology, warning, and education.

Complainant: Female Undergraduate

Respondent: Male Summer Session Student

Summary of Allegations: Unwanted sexual advance.

Action Taken: Complainant requested to move to a different residential hall. No contact restriction, warning, and education.

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Complainant: Female Staff

Respondent: Male Other

Summary of Allegations: Sexual message sent over email.

Action Taken: Complaint filed with sender's systems administrator. Letter from the Title IX office to respondent to cease any further email .

Complainant: Female Staff

Respondent: Male Supervisor

Summary of Allegations: Verbal comments and hostile nonverbal behavior.

Action Taken: Not Title IX. Referred to EEO/AA office for possible sexual orientation discrimination complaint.

Complainant: Female Graduate Student
(Requested Confidentiality)

Respondent: Male Professor

Summary of Allegations: Explicit sexual request and attempted kissing.

Action Taken: Notification to the professor of the effect of his behavior on

Complainant: Male Supervisor

Respondent: Unknown email sender

Summary of Allegations: Sexually explicit requests and vulgar details sent over email.

Action Taken: Complaint sent to sender's system administrator.

Complainant: Female Supervisor

Respondent: Male Staff

Summary of Allegations: Sexual comments, visuals, and innuendoes.

Action Taken: Education. No further complaints.

Complainant: Female Staff

Respondent: Male Ex-Employee

Summary of Allegations: Sexually explicit hostile, threatening, and vulgar remarks about current employees.

Action Taken: Reported to police.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Sexual comments, entered bedroom without permission, and "mooned" complainant.

Action Taken: Education and warning by Title IX/SHO. College relocated respondent.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Complainant was the target of an unwanted kiss from host family's relative while studying abroad.

Action Taken: Removed host family from UC list.

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Complainant: Female Staff

Respondent: Male Staff

Summary of Allegations: Sexualized comments and touching.

Action Taken: Complainant requested assistance in writing letter to respondent.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Attempted kissing, touching, and sexual comments.

Action Taken: Written warning and education.

Complainant: Female Staff

(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Pornography on computer in public area of McHenry Library.

Action Taken: Education for employees and others on their rights and appropriate action to take if they are offended.

Complainant: Female Staff

(Requested Confidentiality)

Respondent: Female Other

Summary of Allegations: Sexually vulgar email.

Action Taken: Complaint filed with sender's system administrator.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Title IX fact-finding. Evidence did not support a finding.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Threatening and intimidating sex based message left on complainant's door.

Action Taken: Disciplinary Censure. Housing probation.

Complainant: Female Undergraduate

(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Pornographic pictures from Hustler posted on residence hall door.

Action Taken: Pictures moved inside room.

Complainant: Female Undergraduate

Respondent: Male Preceptor

Summary of Allegations: Sexual comments and innuendoes. Implied romantic interest.

Action Taken: Warning and education by Title IX/SO.

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Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Sexual comments. Request for a date.

Action Taken: Unable to identify respondent.

Complainant: Female Undergraduates

Respondent: Male Undergraduate

Summary of Allegations: Derogatory sexualized comments to 4 residents. Demeaning picture of female on residence hall door.

Action Taken: Written warning and education. Housing probation.

Complainant: Female Staff
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Sexual innuendoes & sexual gestures.

Action Taken: Education session.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Title IX fact-finding. Voluntary resolution. 3 year suspension.

Complainant: Female Undergraduate

Respondent: Male Supervisor

Summary of Allegations: Attempted sexual relationship with student.

Action Taken: Title IX fact-finding. Disciplinary censure.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexual assault.

Action Taken: Student requested assistance with available resources.

Complainant: Female Staff
(Requested Confidentiality)

Respondent: Male Supervisor

Summary of Allegations: Sexually intimidating and demeaning comments.

Action Taken: Education session. No further complaints.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Attempted kissing.

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

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Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Persistent phone calls from ex-boyfriend after she told him to stop.

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

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Supervisor

Summary of Allegations: Sexual comments, innuendoes, massage, and invasion of personal space.

Action Taken: Education and warning by supervisor.

Complainant: Female Supervisor
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Sexually threatening and demeaning letter including pornographic pictures.

Action Taken: Supervisor requested advice on how to handle it herself.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Demeaning and obscene pictures in residence hallway.

Action Taken: Request for respondent to move material inside his room. He complied.

Complainant: Female Graduate Student

Respondent: Male Graduate Student

Summary of Allegations: Pervasive email & phone contact from ex-boyfriend after numerous requests to stop.

Action Taken: Respondent withdrew from UCSC. Complainant secured court restraining order.

Complainant: Female Staff
(Requested Confidentiality)

Respondent: Female Undergraduate

Summary of Allegations: Respondent spread rumors about complainant's sex life.

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

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Sexual Assault

Action Taken: Complainant did not file complaint but wanted respondent educated. Complainant referred to appropriate resources. Education for respondent.

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Complainant: Female Staff
(Requested Confidentiality)

Respondent: Male Lecturer

Summary of Allegations: Inappropriate sexual comments.

Action Taken: Department chair will have a general discussion at a department meeting.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexually demeaning comments about complainant's body.

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

Complainant: Female Staff
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Sexual comments and kiss on the cheek.

Action Taken: Supervisor educated and warned respondent.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Complainant wanted help in getting the respondent to have a full sexual health screening. He complied after contact from Title IX/SHO.

Complainant: Female Student Employee

Respondent: Male Food Service Staff

Summary of Allegations: Comments about body, sexual touching and attempted kissing.

Action Taken: Respondent terminated for this complaint and additional complaints which came forward during investigation.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Verbal abuse due to ending of a romantic relationship.

Action Taken: Police warned respondent to leave complainant alone.

Complainant: Male Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Respondent has pornography on computer screen in shared area while roommates are present.

Action Taken: Respondent educated to not subject roommates to pornography.

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Complainant: Female Undergraduate

Respondent: Male Graduate Student

Summary of Allegations: Gifts, phone calls, and personal contact after break up of relationship and after being told by complainant that she wanted no contact.

Action Taken: Education for respondent from the Title IX/SHO to respect complainant's wish for no contact.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Respondent, in a residential area, called complainant vulgar sex based names.

Action Taken: Complainant wanted to be moved to different housing and was allowed to do so.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Rape.

Action Taken: Title IX fact-finding. Evidence did not support a finding.

Complainant: Male Graduate Student
(Requested Confidentiality)

Respondent: Female Supervisor

Summary of Allegations: Sexual innuendos, requests for a date, and intrusion into his personal life.

Action Taken: Complainant requested advice on how to handle the situation himself.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexual battery.

Action Taken: Complainant's friend called for advice, options, and resources.

Complainant: Female Undergraduate

Respondent: Male Supervisor

Summary of Allegations: Overly personal questions over the phone and visited the student's residence without invitation.

Action Taken: Education and warning by the Title IX/SHO.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Landlord

Summary of Allegations: Person with rental listing called student's home from rental application and made a sexual request.

Action Taken: Landlord banned from listing rental at Community Rentals.

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Complainant: Female Staff

Respondent: Male Undergraduate

Summary of Allegations: Sexually vulgar note directed at complainant.

Action Taken: Education and warning by Title IX/SHO. Written apology.

Complainant: Female Undergraduate

Respondent: Male Unknown

Summary of Allegations: Respondent hid in women's bathroom and watched complainant while she was showering.

Action Taken: Investigation. Unable to identify respondent. All residents alerted about potential "peeper."

Complainant: Female Undergraduate

Respondent: Unknown Person from a UCLA computer

Summary of Allegations: Vulgar sexual messages left on personal WEB page guest book.

Action Taken: Referred to UCLA police dept.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Unwanted sexual hug and kiss from long time friend.

Action Taken: Complainant requested education for respondent from Title IX/SHO only.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Vulgar and demeaning sexual email message.

Action Taken: Education and warning to respondent. Email account probation.

Complainant: Male Supervisor

(Requested Confidentiality)

Respondent: Female Staff

Summary of Allegations: Angry and aggressive sex based workplace behavior.

Action Taken: Referred to UCSC Violence in the Workplace Committee for evaluation. Education.

Complainant: Female Undergraduate

(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Entered complainant's room without permission, sexist conduct, and remarks.

Action Taken: Preceptor educated respondent. No further complaints.

Complainant: Female Undergraduate

(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Sexual innuendoes.

Action Taken: Department will survey students to determine whether a hostile environment exists. Education for respondent.

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Complainant: Male Undergraduate
(Requested Confidentiality)

Respondent: Female Undergraduate

Summary of Allegations: Sexual relations between resident assistant and student in violation of college rules.

Action Taken: Numerous confidential inquiries failed to confirm allegations.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Pervasive contact, phone calls, and emails from person complainant met over Internet.

Action Taken: Referred to appropriate police department.

Complainant: Female Graduate Student
(Requested Confidentiality)

Respondent: Male Lecturer

Summary of Allegations: Touching, kissing, and a request for sex.

Action Taken: Complainant requested only that a record be made for future reference.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Sexual battery while under the influence of alcohol and mushrooms.

Action Taken: Fact-finding. Disciplinary probation, counseling, AOD class, and no contact restrictions.

Complainant: Male Undergraduate

Respondent: Female Undergraduate

Summary of Allegations: Sexually demeaning poster made with a picture of the complainant.

Action Taken: Disciplinary warning and written apology.

Complainant: Female Undergraduate

Respondent: Male Other

Summary of Allegations: Vulgar sexual email sent by ex-boyfriend to numerous "cats" accounts.

Action Taken: Reported to Santa Cruz police, change of email address, and complaint filed with server's administrator.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Non affiliated male solicited complainant for sex.

Action Taken: Reported to UCSC Police. Unable to identify respondent. Support services to complainant.

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Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Respondent pulled back shower curtain in coed bathroom and threw cold water on complainant.

Action Taken: Unable to identify respondent. Bathrooms posted about incident. Mandatory residence hall meetings where warning and information were given to all residents.

Complainant: Female Undergraduate Tutor

Respondent: Male Undergraduate

Summary of Allegations: Respondent called the tutor in the middle of the night and described a sexual dream he had about her.

Action Taken: Respondent moved to a different tutor. No contact restriction set, education and warning.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

Summary of Allegations: Sexual assault.

Action Taken: Complainant requested support services.

Complainant: Female Undergraduate

Respondent: Male Undergraduate

Summary of Allegations: Derogatory sex based comments about female students. Explicit discussions of respondent's sex life.

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

Complainant: Female Student Employee
(Requested Confidentiality)

Respondent: Male Student Employee

Summary of Allegations: Persistent "suggestive" remarks and repeated requests for a date after being told no.

Action Taken: Unit supervisor educated and warned respondent.

Complainant: Female Supervisor

Respondent: Male Undergraduate

Summary of Allegations: Vulgar sexual message sent to complainant over email in response to official university business.

Action Taken: Education and warning by CAO. Written apology to complainant.

Complainant: Female Undergraduate

Respondent: Unknown Male

Summary of Allegations: Obscene phone calls.

Action Taken: Police report and trap placed on phone. Unable to identify respondent.

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Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Undergraduate

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

Action Taken: Education and warning to respondent by Title IX/SO.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Other

Summary of Allegations: Threatening and intimidating sex based behavior from ex-husband.

Action Taken: Complainant wanted advice and a referral to available legal resources. .

Complainant: Female Student employee
(Requested Confidentiality)

Respondent: Male Supervisor

Summary of Allegations: Sexual innuendoes.

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

Complainant: Female Student employee
(Requested Confidentiality)

Respondent: Male Supervisor

Summary of Allegations: Touching, jokes, comments about breast size and sexual innuendoes.

Action Taken: Education by respondent's supervisor. No further complaints.

Complainant: Female Staff
(Requested Confidentiality)

Respondent: Male Supervisor

Summary of Allegations: Explicit sexual comments and questions about sex life.

Action Taken: Education.

1999 OTHER TITLE IX COMPLAINTS

Complainant: Female Researcher

Respondent: Male Researcher

Summary of Allegations: Complainant alleged she was not reappointed to her position due to pregnancy.

Action Taken: Complainant withdrew complaint.

Complainant: Male Undergraduate

Respondent: Male Unit

Summary of Allegations: Discrimination based on sex during admission process for a class.

Action Taken: No finding of discrimination. Department agreed to advertise admission procedures and to have a written procedure available to students.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Assistant Professor

Summary of Allegations: Discriminatory treatment of women in class.

Action Taken: Assistance and resources provided to complainant.

Complainant: Female Staff
(Requested Confidentiality)

Respondent: Male Staff

Summary of Allegations: Demeaning and degrading comments, staring, and invasion of personal space.

Action Taken: Education session provided to address complaint.

Complainant: Female Undergraduate
(Requested Confidentiality)

Respondent: Male Associate Professor

Summary of Allegations: Demeaning sex based comments and actions about complainant at a conference and in the classroom.

Action Taken: Complainant requested that a record be made and she also requested support resources.
