

---

---

# 1999 – 2000 SEXUAL HARASSMENT ANNUAL REPORT

September 2000

---

For information on UCSC crime statistics see page four (4).

---

## **University of California, Santa Cruz Sex Offense Policy**

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 sexual offenses of any kind (sexual harassment or sexual assault) 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 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 or sexual harassment should be directed to the Title IX/SHO. Individuals who think they might at some point be interested in pursuing criminal prosecution are advised to report any physical or sexual assault as soon as possible to the UCSC Police Department.

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 assault without fear of retaliatory consequences is integral to a healthy campus community.

### **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, Area Coordinators, and **all persons hired into human resource positions.**

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

All University Officials are required to attend a mandatory training presented by the Title IX office. In lieu of an in person training there is a WEB based training program found at **[www2.ucsc.edu/title9-sh](http://www2.ucsc.edu/title9-sh)** (click on the green box at top WEB-based “University Officials” training) that University Officials may complete.

---

---

### **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:**

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 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 and/or unwelcome 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](mailto:rew@cats.ucsc.edu). **WEB [www2.ucsc.edu/title9-sh](http://www2.ucsc.edu/title9-sh)**

---

---

### **What Laws and University Policy Prohibit Sexual Harassment?**

Title IX of the Education Amendments Act of 1972, Title VII of the Civil Right Act of 1964, the California Fair Employment and Housing Act, the Student Code of Conduct, and UCSC's *Sex Offense Policy and Procedures For Reports of Sexual Assault(s) and Sexual Harassment* prohibit sexual harassment. Existing provisions of the University's Personnel Policies for; Staff Members, Students, and Academic Appointees, as well as union contracts, prohibit discrimination 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](mailto: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 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. UCSC's annual security report includes statistics for the previous three years concerning reported crimes that occurred on campus; in certain off-campus buildings owned or controlled by UCSC; and on public property within, or immediately adjacent to and accessible from the campus. The report also includes institutional policies concerning campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and other matters. You can obtain a copy of this report by contacting the UCSC Police Department or by accessing the following web site: <http://www2.ucsc.edu/police/reports.html> A copy of this report may be requested from the University Police (831) 459-2231.

---

---

**Please continue through this report for a:**

**Summary Of Cases July 1, 1999 to June 30, 2000:**

**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.

---

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Professor

**Respondent:** Male Graduate Student

**Summary of Allegations:** Professions of love and pervasive personal inquiries after being told by complainant that she was not interested.

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

---

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

**Respondent:** Male Construction Employee

**Summary of Allegations:** Unidentified construction worker made sexual comments to complainant

**Action Taken:** University official in charge of project met with job superintendent. Education and warning to all employees.

---

**Complainant:** Female Summer Session Student  
(Requested Confidentiality)

**Respondent:** Male Student Employee

**Summary of Allegations:** Request by respondent for complainant to come into room and dance for him.

**Action Taken:** Police and summer supervisor educated and warned respondent.

---

**Complainant:** Female Summer Session Student  
(Requested Confidentiality)

**Respondent:** Male Resident Assistant

**Summary of Allegations:** Consensual sexual contact with program participant in violation of program policy.

**Action Taken:** Respondent removed from resident assistant position with program.

---

**Complainant:** Female Staff

**Respondent:** Male Unknown

**Summary of Allegations:** Obscene phone calls.

**Action Taken:** Phone number traced through caller id to a phone in a classroom on campus. Unable to identify respondent.

---

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

**Respondent:** Male Professor

**Summary of Allegations:** Overly personal questions and comments. Insinuations of romantic interest.

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

---

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

**Respondent:** Male Contract Employees

**Summary of Allegations:** Sexual jokes and innuendoes. Vulgar sexual remarks.

**Action Taken:** Education by Title IX/SHO.

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Conference Participant

**Respondent:** Male Other

**Summary of Allegations:** Complainant was grabbed from behind. She screamed and fought. The respondent released her and fled.

**Action Taken:** Suspect arrested by SC Police and charged with misdemeanor battery.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Repeated requests for a date, gifts, and notes.

**Action Taken:** Education by Title IX/SHO.

---

**Complainant:** Male Staff

**Respondent:** Female Ex-Student

**Summary of Allegations:** Professions of love and daily pervasive phone calls.

**Action Taken:** Referred to university police. They spoke with respondent. No further complaints.

---

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

**Respondent:** Male Landlord

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

**Action Taken:** University official spoke with respondent and he agreed to stop the behavior.

---

**Complainant:** Female Supervisor

**Respondent:** Male Off Campus Internship Supervisor

**Summary of Allegations:** Sexual comment.

**Action Taken:** Complainant spoke with respondent's supervisor. Appropriate action taken.

---

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

**Respondent:** Male Vendor

**Summary of Allegations:** Sexual comments and overly personal questions.

**Action Taken:** Unable to identify the responsible vendor.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Respondent grabbed and forcibly kissed complainant. Threats of retaliation when complainant reported.

**Action Taken:** Disciplinary probation. Permanent restriction from campus housing. Arrested by Police.

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

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

**Respondent:** Male Guest of UCSC student

**Summary of Allegations:** Unwanted hugging, sexual comments, and touching by intoxicated non-student guest.

**Action Taken:** Responsible student has been warned, she has agreed not to invite the guest back to campus, and his name has been reported to the Police.

---

**Complainant:** Male Student Employee

**Respondent:** Male Alum

**Summary of Allegations:** Picture of semi-nude model on a student's UCSC WWW page.

**Action Taken:** Copyright violation. Attempted to contact student and found student was now alumnus. Web page removed for that reason.

---

**Complainant:** Female Staff

**Respondent:** Male Undergraduate

**Summary of Allegations:** Pervasive "stalking" behavior after breakup of relationship and after numerous requests to leave complainant alone.

**Action Taken:** No-contact restriction set by Title IX/SHO and court ordered restraining order. Arrested by SC Police.

---

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

**Respondent:** Male Unknown

**Summary of Allegations:** Masturbation in a college computer lab.

**Action Taken:** Description of suspect reported to UCSC police. Unable to identify suspect.

---

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

**Respondent:** Male Supervisor

**Summary of Allegations:** Sex based comment made during interview for internal recruitment. Threatening and intimidating comments directed at complainant in retaliation for respondent's supervisor speaking to him about comment.

**Action Taken:** Verbal warning and letter of apology.

---

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

**Respondent:** Male Undergraduates

**Summary of Allegations:** Respondents impersonated proctors and acted out a false report of a rape in front of complainants.

**Action Taken:** Disciplinary warning and housing probation.

---

**Complainant:** Female Food Service Staff

**Respondent:** Male Undergraduate

**Summary of Allegations:** Touched and attempted to kiss complainant.

**Action Taken:** Disciplinary probation and cancellation of campus housing contract.

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

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

**Respondent:** Male Undergraduate

**Summary of Allegations:** Nonconsensual kissing and fondling while under the influence of alcohol.

**Action Taken:** Complainant requested education and warning to respondent and "no contact" restriction.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Other

**Summary of Allegations:** Unknown male masturbating in McHenry Library.

**Action Taken:** Reported to police. Unable to identify suspect. Library posted with warning.

---

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

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexual comments and attempted kissing and fondling.

**Action Taken:** Education.

---

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

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexual assault.

**Action Taken:** Complainant requested private assistance.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Rape.

**Action Taken:** Title IX fact-finding. The evidence did not support a finding.

---

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

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexually threatening messages sent over AOL Instant Messenger.

**Action Taken:** Unknown sender. Complainant given directions on how to block messages in AOL/ IM.

---

**Complainant:** Female Undergraduate

**Respondent:** Female Undergraduate

**Summary of Allegations:** Sexually threatening and demeaning emails while using fraudulent email address.

**Action Taken:** Disciplinary probation. No contact restriction.

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Undergraduate

**Respondent:** Undergraduate females

**Summary of Allegations:** Sex based demeaning comments, name calling, pushing and other acts of intimidation.

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

---

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

**Respondent:** Unknown males

**Summary of Allegations:** Two additional incidents of masturbation and indecent exposure at McHenry Library during 1999-00.

**Action Taken:** Police investigations. Unable to identify suspects. Library posted with warning.

---

**Complainant:** Female Undergraduates

**Respondent:** Male Food Service Staff

**Summary of Allegations:** Approaches female students and makes sex based comments.

**Action Taken:** Warned by police and supervisor to stop behavior. No further reports.

---

**Complainant:** Female Food Service Staff

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexually vulgar gesture and comment.

**Action Taken:** Education and warning from Title IX office. Housing contract probation.

---

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

**Respondent:** Male Graduate Student

**Summary of Allegations:** Unwanted visits, emails, and phone calls after breakup of relationship.

**Action Taken:** Complainant wanted advice on how to tell the respondent to leave her alone. She did and there were no further complaints.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Other

**Summary of Allegations:** Complainant received letter full of sexually explicit comments from someone she did not know.

**Action Taken:** Complainant wanted investigation into whether her permanent address was given out by campus. Investigation determined it was not.

---

**Complainant:** Female Ex-Employee  
(Requested Confidentiality)

**Respondent:** Male Supervisor

**Summary of Allegations:** Sexual comments and innuendos. Hostile and demeaning conduct toward female employees.

**Action Taken:** Discussion with respondent's supervisor about reports. Education.

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

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

**Respondent:** Female Unknown

**Summary of Allegations:** Explicit sexual comments left on voicemail.

**Action Taken:** Unable to identify caller.

---

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

**Respondent:** Male Staff

**Summary of Allegations:** Sexual comments and innuendoes. Staring at student's breasts.

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

---

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

**Respondent:** Male Director

**Summary of Allegations:** Intimidating and threatening comments.

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

---

**Complainant:** Female Undergraduate

**Respondent:** Male Other

**Summary of Allegations:** Rape.

**Action Taken:** Arrested by police. Awaiting trial.

---

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

**Respondent:** Male Other

**Summary of Allegations:** Sexual battery.

**Action Taken:** Complainant asked for academic assistance and counseling.

---

**Complainant:** Female Lecturer

**Respondent:** Unknown

**Summary of Allegations:** Email message with explicit sexual request.

**Action Taken:** Unable to determine sender.

---

**Complainant:** Male Staff  
(Requested Confidentiality)

**Respondent:** Female Staff

**Summary of Allegations:** Invitations to lunch and to go out dancing.

**Action Taken:** Education session for all employees in the unit.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Teaching Assistant

**Summary of Allegations:** Request for a date and other romantic and sexual conduct in violation of UCSC policy.

**Action Taken:** Investigation ongoing.

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

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

**Respondent:** Male Resident Assistant

**Summary of Allegations:** Sexually explicit comments and remarks to female residents.

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

---

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

**Respondent:** Male Staff

**Summary of Allegations:** Intrusive personal questions.

**Action Taken:** Education.

---

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

**Respondent:** Male Staff

**Summary of Allegations:** Flirtatious comments, touching, massage, and unwanted gifts.

**Action Taken:** Education and warning to respondent by Title IX/SHO and supervisor.

---

**Complainant:** Male Teaching Assistant

**Respondent:** Female Undergraduate

**Summary of Allegations:** Sexual innuendos and explicit sexual request.

**Action Taken:** Respondent moved to a different section and educated. No contact restriction.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Invasion of privacy. Reading ex-girlfriend's email account.

**Action Taken:** Disciplinary warning. CATS account probation.

---

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

**Respondent:** Male Undergraduate

**Summary of Allegations:** Rape.

**Action Taken:** Complainant requested assistance with medical and academic needs.

---

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

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexual battery.

**Action Taken:** Complainant requested academic and medical assistance.

---

**Complainant:** Female Temporary Staff

**Respondent:** Male Other

**Summary of Allegations:** Questions about personal life and marital status.

**Action Taken:** Sent return email stating that contact was unwelcome. No further complaints.

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Associate Professor

**Respondent:** Female Graduate Student

**Summary of Allegations:** Pervasive email and in person contact where respondent told complainant that she was in love with her.

**Action Taken:** Verbal warning and no contact restriction set by professor, department chair, and Title IX office. Respondent left campus.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Pervasive contact after numerous requests by complainant to leave her alone.

**Action Taken:** Title IX office and police warned and educated respondent.

---

**Complainant:** Female Undergraduate

**Respondent:** Female Undergraduate

**Summary of Allegations:** Sexualized comments, touching, and looks.

**Action Taken:** Complainant asked college staff speak to respondent and behavior stopped.

---

**Complainant:** Female Undergraduate

(Requested Confidentiality)

**Respondent:** Male Undergraduate

**Summary of Allegations:** Derogatory sexual pictures and comments on internet file about complainant.

**Action Taken:** Instructor directed student to change file and educated him.

---

**Complainant:** Female Undergraduate

(Requested Confidentiality)

**Respondent:** Male Undergraduate

**Summary of Allegations:** Coerced sexual intercourse.

**Action Taken:** Complainant requested academic and counseling assistance.

---

**Complainant:** Female UC Extension Student

**Respondent:** Male Instructor

**Summary of Allegations:** Numerous requests for a date, sexual comments and innuendoes.

**Action Taken:** Written warning from supervisor and education from Title IX/SO.

---

**Complainant:** Female Undergraduate

(Requested Confidentiality)

**Respondent:** Male Alum

**Summary of Allegations:** Sexually explicit comments, touching, and kissing.

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

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Relationship abuse.

**Action Taken:** Disciplinary censure.

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

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

**Respondent:** Male Other

**Summary of Allegations:** Relationship violence.

**Action Taken:** Complainant requested help from her college's residential staff.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Pervasive requests to "see him", "come to his room". Many exclamations of "having a big crush".

**Action Taken:** Respondent spoken to by college staff and he agreed to not contact complainant again.

---

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

**Respondent:** Male Staff

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

**Action Taken:** Respondent no longer has access to complainant.

---

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

**Respondent:** Male Employer

**Summary of Allegations:** Sexualized comments.

**Action Taken:** Complainant moved to a different job. Employer contacted and warned by Student Employment.

---

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

**Respondent:** Male Undergraduate

**Summary of Allegations:** Untrue sexual statements and rumors about complainant.

**Action Taken:** Education and warning to respondent from Title IX/SHO. Apology to complainant.

---

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

**Respondent:** Male Undergraduate

**Summary of Allegations:** Numerous requests for a date, staring, and invasion of privacy.

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

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexual touching and derogatory sex based remarks.

**Action Taken:** Warning and education by Title IX/SHO to respondent. No contact restriction.

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Pervasive requests for a date. Retaliatory and demeaning conduct when complainant refused.

**Action Taken:** Education, warning and no contact restriction by Title IX/SHO and supervisor.

---

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

**Respondent:** Male Teaching Assistant

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

**Action Taken:** Education by department.

---

**Complainant:** Female Graduate Student

**Respondent:** Male Other

**Summary of Allegations:** Numerous love letters.

**Action Taken:** UCSC Police requested that the respondent stop and he did.

---

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

**Respondent:** Male Ex-Student

**Summary of Allegations:** Rape.

**Action Taken:** Complainant requested medical assistance.

---

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

**Respondent:** Male Student Employee

**Summary of Allegations:** Explicit sexualized questions.

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

---

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

**Respondent:** Male Graduate Student

**Summary of Allegations:** Sexually explicit discussions about "sex life".

**Action Taken:** Education by supervisor. No further complaints.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Explicit sexual request, explicit sex based comments, and refused to leave residence.

**Action Taken:** Disciplinary probation.

---

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

**Respondent:** Male Professor

**Summary of Allegations:** Sexual comments.

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

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Male Undergraduate

**Respondent:** Male Other

**Summary of Allegations:** Obscene and annoying phone calls.

**Action Taken:** Referred to the appropriate police dept.

---

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

**Respondent:** Male Graduate Student

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

**Action Taken:** Education with Title IX/SHO.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Landlord

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

**Action Taken:** Complainant wanted to know her rights and advice on how to deal with it. Reported to Community Rentals.

---

**Complainant:** Female Supervisor

**Respondent:** Male Graduate Student

**Summary of Allegations:** Intimidating and demeaning conduct.

**Action Taken:** Referred to Student Judicial Affairs.

---

**Complainant:** Female Teaching Assistant  
(Requested Confidentiality)

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexual innuendoes.

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

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Sexually explicit written messages, sexually explicit comments, touching, and hugging.

**Action Taken:** Disciplinary warning and housing contract probation.

---

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

**Respondent:** Male Ex-Employee

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

**Action Taken:** Comments made by ex-employee. For record purposes only.

---

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

**Respondent:** Male Ex-Student

**Summary of Allegations:** Invasion of personal space, pervasive contact and attention after being told to stop.

**Action Taken:** College staff asked respondent to stop. No further complaints.

---

# 2000 SEXUAL HARASSMENT ANNUAL REPORT

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

**Respondent:** Male Staff

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

**Action Taken:** Education and verbal warning by Title IX/SHO. No further complaints.

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

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

**Action Taken:** Education and warning by college staff.

---

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

**Respondent:** Male Lecturer

**Summary of Allegations:** Pervasive questions about personal life, numerous requests to have coffee and meals, and statement that he has a "crush" on her.

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

---

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

**Respondent:** Male Professor

**Summary of Allegations:** Initiates conversations about sexual topics.

**Action Taken:** Letter sent to respondent from Title IX/SHO describing student's discomfort.

---

# 2000 OTHER TITLE IX COMPLAINTS

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

**Respondent:** Male Landlord

**Summary of Allegations:** Intimidating and threatening sex based conduct from landlord when complainants attempted to move out. Refused to allow retrieval of personal property

**Action Taken:** Reported to Santa Cruz PD who will provide civil stand-by. Reported to Community Rentals.

---

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

**Respondent:** Unit

**Summary of Allegations:** Sexually discriminatory procedures in implementation of a student service.

**Action Taken:** No evidence to support allegations.

---

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

**Respondent:** Male Supervisor

**Summary of Allegations:** Angry and demeaning verbal comments toward female employees.

**Action Taken:** Complainant requested information and advice on what could be done.

---

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

**Respondent:** Male Alum

**Summary of Allegations:** Sex based derogatory remarks.

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

---

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

**Respondent:** Male Undergraduate

**Summary of Allegations:** Hostile and demeaning sex based comments and actions.

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

---

**Complainant:** Male Teaching Assistant  
(Requested Confidentiality)

**Respondent:** Female Professor

**Summary of Allegations:** Sex based derogatory remarks relating to TA duties.

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

---

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

**Respondent:** Male Undergraduate

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

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

---