ALLEGATIONS OF SEXUAL VIOLENCE AND SEXUAL HARASSMENT: A CHAIR’S ROLE
HDAPP

- Complaints of all forms of discrimination and harassment
  - Sexual harassment
  - Sexual violence
  - Harassment
  - Discrimination
  - Hate/bias

[hdapp.ucdavis.edu]
WHAT YOU ALREADY KNOW ABOUT SEXUAL HARASSMENT/VIOLENCE

- Definition of sexual harassment
  - Unwelcome conduct of a sexual nature
  - Negatively interferes with the learning or work environment

- What kinds of sexual violence are prohibited by UC policy?
  - Sexual assault (penetration or non-penetration)
  - Domestic/dating violence
  - Stalking

- What to do when you receive a report of any of these
  - Call HDAPP or Academic Affairs!
WHAT WILL WE TALK ABOUT?

- The allegations you heard
- Who’s involved (names?)
- What has been done so far?
- What remedy has been requested?
- Next steps
CONFIDENTIALITY

- Don’t make promises you can’t keep

  Dept. of Ed Office for Civil Rights requires that “responsible employees” provide certain info, including names.

- Maintain confidentiality, not silence

- We all care about protecting the student from being re-traumatized.
WHAT’S WRONG WITH PROMISING ANONYMITY?

- Some complainants may not feel comfortable telling you a lot of details, but they do want to talk to someone.

- We may reach out to the student simply to confirm that they don’t want to participate in any further action the University might take.

- Some complainants later say, “I told them and they didn’t do anything.”
... a student told them they’d been sexually assaulted recently, and that they were having a hard time keeping up with classwork. The faculty member isn’t sure what they are supposed to do with this information.

1. What concerns come up for you?
2. Where should the faculty member refer the student?
3. Who else needs to be notified on campus, and what information needs to be shared?
HELPFUL RESOURCES FOR FOLKS WHO REPORT SEXUAL VIOLENCE

- Center for Advocacy Resources and Education (CARE)
  - Formerly known as CVPP
  - 530-752-3299, [http://care.ucdavis.edu](http://care.ucdavis.edu)

- Website with great information and downloadable brochure:
  - [http://sexualviolence.ucdavis.edu](http://sexualviolence.ucdavis.edu)
You represent UCD in the eyes of a reporting student, and in the eyes of the law (federal and state agencies)

This affects:
- Sharing information
- Counseling your faculty
NO-FAULT CONVERSATIONS

- A form of “alternative resolution” for cases not warranting investigation

- We (HDAPP/Academic Affairs) will work with you to talk with the faculty member in question: talking points, discussion, practice

- We’ll help you prepare a written summary of the conversation to give to the faculty member: template, second set of eyes

- Summary goes to faculty member, your chair files, and us – not in their personnel file
“The office of Academic Affairs has asked me to communicate the information in this letter to you, and I have essentially copied a draft they provided to me. I want to stress that I did not take the rumor to be accurate and I did not draw any negative conclusions about your behavior.”

“The concern expressed by the office of Academic Affairs is that [the alleged conduct] could be construed by a student … as an advance…”

“Of course, I do not know whether the rumor was accurate and I do not know whether you have engaged in any interactions of the type that concerns the office of Academic Affairs.”
“Types of Unacceptable Conduct” (paraphrased and not inclusive)

- Entering into a romantic or sexual relationship with any student* for whom a faculty member has, or should reasonably expect to have in the future, academic responsibility (instructional, evaluative, or supervisory).

- Exercising academic responsibility (instructional, evaluative, or supervisory) for any student* with whom a faculty member has a romantic or sexual relationship.

*Student can also mean postdoc, resident, trainee, etc.
REPORTING/CONSULTING

ALTERNATIVE RESOLUTION vs. FORMAL INVESTIGATION

- Case Management Team
- Formal investigations
- Alternative resolution strategies
HOW DOES A CHAIR PREVENT HARASSMENT & DISCRIMINATION?

Be proactive

- Clarify your expectations regarding conduct
- Sponsor formal educational opportunities
- Conduct informal education: meetings, news
- Publicize resources
- Be a role model – actions speak louder than words

Be reflective

- How easy is it in our department for people to talk to each other about unwanted conduct?
- What could we do differently to make it easier?
RESOURCES ARE STANDING BY!

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