SEX & VIOLENCE ALLEGATIONS: A CHAIR’S ROLE

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HDAPP
HDAPP

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

hdapp.ucdavis.edu
WAYS TO REPORT HATE/BIAS INCIDENTS

- Online:  http://reporthateandbias.ucdavis.edu

- In-person: HDAPP and other campus units

- Phone:  752-9255 (office)
          752-2255 (anonymous call line)

- Email:  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

- UCD Policy on Sexual Harassment & Sexual Violence
  - PPM 400-20 (replaced 380-12)
  - Also includes sexual assault, domestic/dating violence, stalking

- What to do when you receive a report of any of these
  - Call HDAPP or Academic Affairs!
A FACULTY MEMBER TELLS YOU THAT...

... 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

- Website with great information and downloadable brochure:
  http://sexualviolence.ucdavis.edu
DON’T MAKE PROMISES YOU CAN’T KEEP

Maintain confidentiality, not silence
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
EARLY RESOLUTION vs. FORMAL INVESTIGATION

- Case Management Team
- Formal investigations
- Early resolution strategies
You are part of the administration, even though this may be only a temporary state of being.

This affects:
- Sharing information
- Counseling your faculty
“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 (given the power differential between faculty and students) 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.
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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