

UC Davis: Offices of the Chancellor and Provost

September 26, 2009

RE: Annual Update on Policies/Resources for Sexual Harassment and Discrimination

This notice serves as an annual reminder about sexual harassment and discrimination policies and programs at UC Davis.

The University of California is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free of all forms of harassment, exploitation, or intimidation. Every member of the University community should be aware that the University is strongly opposed to all forms of discrimination, including sexual harassment, and that such behavior is prohibited both by law and by University policy. The University will respond promptly and effectively to reports of discrimination and sexual harassment, and will take appropriate action to prevent, correct, and if necessary, discipline behavior that violates policy.

RESPONSIBILITIES OF DESIGNATED OFFICIALS

Department heads, managers, supervisors and other designated officials have specific duties related to sexual harassment. If you have questions about who is a designated official or the responsibilities of designated officials, please see the UC Davis policy on sexual harassment, PPM 380-12 (<http://manuals.ucdavis.edu/PPM/380/380-12.htm>). When designated officials learn about concerns related to sexual harassment, they are responsible for reporting these matters to the Sexual Harassment Officer:

On the Davis campus, call 530-752-9255

At UCDHS, call: 916-734-5335

Department heads, managers and supervisors are also responsible for reporting concerns about other forms of discrimination. The appropriate units to contact are:

- * the Vice Provost, Academic Personnel Office for concerns raised by academic appointees, 530-752-2072;
- * Student Judicial Affairs for concerns raised by students, 530-752-1128;
- * Office of Campus Community Relations, for concerns raised by staff on the Davis campus, 530-752-2071
- * Office of Equal Employment, Sexual Harassment, Mediation and Support Services for concerns raised by staff at UCDHS, 916-734-8104.

The units listed above will provide guidance regarding appropriate next steps, including the possibility of early resolution strategies, investigations, or hearings.

FILING A COMPLAINT

Sexual harassment complaints can be filed by contacting the Sexual Harassment Officer or a Sexual Harassment Advisor (<http://shep.ucdavis.edu/advisors.htm>). Although there are other complaint resolution mechanisms for filing complaints of sexual harassment, such as using the applicable Academic Personnel policy, the student complaint process available through Student Judicial Affairs or the applicable personnel policy or union contract, all sexual harassment complaints will be referred to the Sexual Harassment Officer regardless of the complaint resolution mechanism used.

For other types of discrimination complaints, members of the faculty and academic non-Senate appointees may file formal complaints under applicable policies with the Vice Provost, Academic Personnel Office; students may file complaints under applicable policies with the Student Judicial Affairs Office; and staff may file complaints under the applicable personnel policy or union contract.

POLICIES

The University of California and UC Davis have policies that prohibit discrimination, including sexual harassment. The sexual harassment policy, PPM 380-12, was recently revised and is available at <http://manuals.ucdavis.edu/PPM/380/380-12.htm>. For your reference, a comprehensive list of all University policies related to sexual harassment and discrimination and related sites is provided in the attached document.

The Davis campus and UCDHS are committed to a harassment-free working and learning environment. Please feel free to consult with any of the resources listed above regarding these issues.

Enrique J. Lavernia
Provost and Executive Vice Chancellor

Directive # 09-032

Legal citations and resources and University of California and UC Davis policies regarding discrimination and sexual harassment:

A. Office of the President:

1. [University of California Policy on Sexual Harassment and Procedures for Responding to Reports of Sexual Harassment.](#)
2. [Policies Applying to Campus Activities, Organizations, and Students \(Section 110.00, Policy on Student Grievance Procedures\).](#)

B. [Title VII of the Civil Rights Act of 1964, 42 US Code 2000e et seq.](#)

C. [EEOC Guidelines on Discrimination Because of Sex, 29 CFR 1604.11.](#)

D. [Title IX, Educational Amendments of 1972, 20 US Code 1681 and 1687.](#)

E. [Title IX Regulations, 34 CFR Part 106.](#)

F. [California Fair Employment and Housing Act, Government Code 12900 et seq.](#)

G. UCD Policy and Procedure Manual:

1. [Section 280-05, Procedures for Student Complaints of Prohibited Discrimination or Arbitrary Treatment.](#)
2. [Section 320-20, Privacy of and Access to Information.](#)
3. [Section 380-15, Staff Complaints of Discrimination.](#)
4. [Section 380-17, Improper Governmental Activities.](#)

H. Academic Personnel Manual:

1. [Section 010, Academic Freedom.](#)
2. [Section 015, Faculty Code of Conduct](#) and [UCD-015, Procedures for Faculty Misconduct Allegations.](#)
3. [Section 016, University Policy on Faculty Conduct and the Administration of Discipline](#) and [UCD-016, Procedures for Faculty Discipline.](#)
4. [Section 035, Affirmative Action and Nondiscrimination in Employment.](#)
5. [Section 140](#) and [UCD-140, Non-Senate Academic Appointees/Grievances.](#)
6. [Section 150, Non-Senate Academic Appointees, Corrective Action and Dismissal.](#)

I. [Academic Senate Bylaw 335](#) and [Davis Division Bylaw 87.](#)

J. Personnel Policies for Staff Members:

1. [Policy](#) and [UCD Procedure 12, Nondiscrimination](#).
2. [Policy](#) and [UCD Procedure 62, Corrective Action](#).
3. [Policy](#) and [UCD Procedure 70, Complaint Resolution](#).

K. [UC Collective Bargaining Agreements](#).

L. Resident Medical Staff Personnel Policy and Procedure:

1. Policy 200, Nondiscrimination.
2. Policy 440, Grievances.

M. [UCD Administration of Student Discipline](#).

N. UCD Sexual Assault Protocol.

O. [UCD Principles of Community](#).