

SEX & VIOLENCE ALLEGATIONS: A CHAIR'S ROLE

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HDAPP

HARASSMENT & DISCRIMINATION ASSISTANCE AND PREVENTION PROGRAM

■ 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

- 530-752-3299, <http://care.ucdavis.edu>

- Website with great information and downloadable brochure:

<http://sexualviolence.ucdavis.edu>

DON'T MAKE PROMISES YOU CAN'T KEEP

**Maintain confidentiality,
not silence**

REPORTING/CONSULTING

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

REPORTING/CONSULTING

EARLY RESOLUTION vs. FORMAL INVESTIGATION

- Case Management Team
- Formal investigations
- Early resolution strategies

YOU ARE US

You are part of the administration, even though this may be only a temporary state of being.

This affects:

- **Sharing information**
- **Counseling your faculty**

YOU ARE US – KINDA?

“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.”

APM-015: CONSENSUAL RELATIONSHIPS

- “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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HDAPP website

<http://hdapp.ucdavis.edu>

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Academic Affairs website

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