

**ALLEGATIONS OF  
SEXUAL VIOLENCE AND  
SEXUAL HARASSMENT:  
A CHAIR'S ROLE**

**Lisa  
Brodkey**

**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](http://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!**

# 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

# 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 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>



# YOU (AND YOUR FACULTY) ARE “UCD”

**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

# OWN YOUR ROLE IN THE PROCESS

“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.”

# 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.

# 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!

**Director TBA**

**[hdapp@ucdavis.edu](mailto:hdapp@ucdavis.edu)**

**752-9255**

**HDAPP website**

**<http://hdapp.ucdavis.edu>**

**Matilda Aidam**

**[maidam@ucdavis.edu](mailto:maidam@ucdavis.edu)**

**752-7643**

**Academic Affairs website**

**<https://academicaffairs.ucdavis.edu/>**