

SEXUAL HARASSMENT & SEXUAL VIOLENCE: Issues for Chairs

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HDAPP

Harassment & Discrimination Assistance and Prevention Program

- HDAPP
 - Complaints of all forms of **discrimination and harassment**
 - Sexual harassment
 - Sexual violence—stalking, RV, sexual assault
 - Harassment
 - Discrimination
 - Hate/bias
 - hdapp.ucdavis.edu
 - Official UCD office for taking reports of harassment, discrimination or sexual violence
 - **530-747-3864**
 - **530-747-3865 (Anonymous Call Line)**



Skit and Group Discussion



Scenario 1

- Student comes to speak to a faculty member in your department. Student mentions that they are having a hard time and struggling to turn assignments in on time. The faculty member asks if the student is ok. The student responds:
 - Ummm, not really. I'm just like having some personal issues. They have really been impacting me. I am just wanting to see if there's a way for me to make up some of the points I've missed. I am feeling better now and I just am hoping to get my grade up before the end of the quarter.
- The faculty member comes to you for advice. Is the faculty member obligated to report anything to HDAPP?

Scenario 2

- Student comes to speak to a faculty member in your department. Student mentions that they are having a hard time and struggling to turn assignments in on time. The faculty member asks if the student is ok. The student responds:
 - Ummm, not really. I'm like really struggling. I was sexually assaulted at a party a few weeks ago and it's really hitting me harder than expected. I honestly thought I'd be able to keep up with my regular activities but I just haven't been able to.
- The faculty member comes to you for advice. Is the faculty member obligated to report anything to HDAPP?

Responsible Employees

- **All** employees, TAs, faculty, Chairs, Deans, etc.
- Definition in the UC SV & SH Policy:
 - “**Any University employee** who is not a Confidential Resource and who receives, in the course of employment, information that a **student** (undergraduate, graduate, or professional) has suffered sexual violence, sexual harassment or other prohibited behavior shall promptly notify the Title IX Officer or designee.” (p. 6, #6)
 - **HDAPP** is the “designee” office at UCD.



Responsibilities:

If you learn that a student ***may have*** experienced sexual harassment or sexual violence, **what should you do?**

- Be supportive and empathetic.
- Give the student resource information:
 - CARE contact info
 - sexualviolence.ucdavis.edu brochure
 - Confidential Resources list
- Make a report to HDAPP.



As a RE, Please Do Not:

1. Try to fix or address the situation yourself.
2. Launch your own investigation.
3. Promise confidentiality. You are not a confidential resource.
4. Discuss with others who don't need to know.
5. Ignore it and do nothing.

When in doubt, call HDAPP to consult!

Scenario 3

- Your faculty member thanks the student for sharing their story and lets them know they are a responsible employee and will need to confer with the Harassment and Discrimination Assistance and Prevention Program. The student responds:
 - Wait, what? I didn't know you were going to have to tell someone else about this. I just wanted to talk to you to see if there is any way you can help me in the class. I don't want to make a report to anyone. Can't this just be between us?
- The faculty member comes to you for advice. Is the faculty member obligated to report anything to HDAPP?

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 privacy, not silence**
- **We all care about protecting the student from being re-traumatized.**

What's wrong with promising confidentiality?

- Some complainants may not feel comfortable telling you a lot of details, but they do want to talk to someone.
- This helps the University track repeat offenders and allows us to take appropriate action in addressing repeat offenders.
- Some complainants later say, “I told them and they didn’t do anything”

CARE Advocacy-Confidential Resource

- Center for Advocacy Resources and Education (CARE)
 - Formerly known as CVPP
 - **Confidential** resource center for sexual harassment and sexual violence
 - 24/7 crisis intervention and privileged **support services for survivors**
 - care.ucdavis.edu, 530-752-3299
- Website with great info and downloadable brochure:
 - sexualviolence.ucdavis.edu

What happens when I call HDAPP?

- We will ask for:
 - Names of the complainants or identified parties
 - Contact info for those parties
 - The allegations you heard (who/what/when/where/how)
 - Any remedy requested
 - Whether resource information has been shared
 - Any other info that you think is relevant



What happens next?



- HDAPP/Title IX reaches out to complainants with resource info.
- Interim measures may be put in place.
- Case Management Team
 - An appropriate intervention will be determined based on the situation.
 - Alternative resolution (not typical in sexual violence cases)
 - Formal investigation
 - More egregious=more likely to be investigated
 - Will be fair, prompt and impartial
 - Conducted by trained officials
 - Will use the “preponderance of the evidence” standard
 - Complainant can choose whether and how much to participate in the Title IX process.

Documented Discussions

- 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.

How can 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

hdapp.ucdavis.edu

Academic Affairs website

academicaffairs.ucdavis.edu