

# FACT SHEET

## **Key steps UC Berkeley has taken to strengthen its prevention of and response to sexual violence and sexual harassment**

The university is committed to meeting the requirements of Title IX, as campus leaders seek to move beyond compliance to foster a campus community where everyone feels safe and respected. Its efforts have been expanded and strengthened in recent years, and below are examples of just some of those efforts. Additional information is available at [sexualassault.berkeley.edu](http://sexualassault.berkeley.edu)

### **New policies**

-- In September 2013, UC Berkeley issued an Interim Sexual Misconduct Policy for students as part of its Code of Student Conduct. Among other things, it expanded rights for survivors, including the right to appeal student-conduct case hearing outcomes.

-- In January 2016, UC issued an updated Sexual Violence and Sexual Harassment policy for students that included new UC systemwide procedures for investigating, adjudicating and imposing sanctions in cases of sexual violence and sexual harassment in which the complainant and respondent are both students. The new adjudication model cases provided for more consistency across UC campuses as well as guidance for determining student sanctions.

-- In 2017, the campus updated its staff and faculty disciplinary framework to help ensure that campus adjudication processes are fair, effective and consistent.

### **Increased staffing**

In the past five years, UC Berkeley has hired numerous professionals to ensure that members of the campus community have access to counseling and other resources, and to facilitate prompt resolution of sexual violence and sexual harassment complaints.

-- UC Berkeley's Office for the Prevention of Harassment and Discrimination (Title IX office) expanded from a single Title IX officer in 2014 to eight employees, including the Title IX officer, a deputy Title IX officer and six fulltime complaint-resolution officers, by 2016.

-- UC Berkeley's Center for Student Conduct expanded from four employees in 2010 to six employees, including three fulltime conduct coordinators, in 2013, and to eight employees, including four fulltime conduct coordinators, in 2016.

### **Improved/expanded services**

-- Confidential advocates. The campus established a confidential advocacy office, the PATH to Care Center, in 2015. It assists victims of sexual harassment, sexual violence, domestic violence

and stalking in securing emotional support and provides options and resources. In October 2014, Berkeley hired a director of sexual assault prevention and student advocacy, who later became the director of the PATH to Care Center.

-- UCPD survivor specialist. In March 2014, the campus police department established a survivor resource specialist position to provide survivors of sexual assault with resources and to offer assistance during the reporting process.

### **Expanded training and education for students**

-- Starting in 2014, all incoming undergraduate students were required to successfully complete an online educational program on sexual violence and substance abuse prevention within the first six weeks of classes. This requirement was later expanded to require each incoming graduate student or undergraduate to complete an online training and an in-person training.

-- Students who fail to complete their required trainings face a registration hold until the requirement is met. All continuing students are required to take ongoing education and training annually.

-- In 2014, UC Berkeley added an in-person training for all incoming undergraduate students called Bear Pact. It addresses important issues faced by college students including sexual violence and sexual harassment, prevention and resources, mental health and the use of alcohol and other drugs. Bear Pact also provides students with bystander intervention strategies to take care of friends, classmates and roommates. In 2016, the university added a similar in-person training requirement for new graduate students, focused solely on the prevention of sexual violence and harassment.

-- Since the 2014-15 academic year, new resident advisers (RAs) have received sexual violence and sexual harassment training at the start of each semester. Previously they were trained once each school year. Continuing RAs are trained once a year each year.

### **Expanded training and education for faculty and staff**

-- Faculty and staff supervisors are required to complete two hours of sexual harassment prevention training every two years. UC Berkeley employees who fail to complete the required training are now ineligible for merit-based pay increases.

-- Campus staff who are not supervisors are required to complete sexual harassment and sexual violence prevention training every two years

-- In addition, all UC Berkeley staff are asked to review annually information regarding sexual harassment and sexual violence policies and resources.

-- Staff involved in investigating and adjudicating cases involving sexual assault, domestic violence, dating violence and stalking are required to receive trauma-informed training each

year. (UCPD has trained all of its officers in trauma-informed interview skills. This effort began in 2015 and was completed in 2016.)

### **Additional improvements**

-- Updated resources for sexual violence and sexual harassment survivors and complainants. In 2013, the campus established a comprehensive survivor-support website ([survivorsupport.berkeley.edu](http://survivorsupport.berkeley.edu)). In a single online location, it provides resources related to sexual violence and sexual harassment — reporting, laws and policies as well as medical care, emotional support and training.

-- Special adviser. During the 2016–17 academic year, the campus created a new high-level position, the Special Faculty Adviser to the Chancellor on Sexual Violence/Sexual Harassment. The special adviser, professor Sharon Inkelas, works closely with colleagues across campus to support all sexual misconduct prevention and response efforts.

-- Improvement in data management. In 2017, the Office for the Prevention of Harassment & Discrimination (Title IX office) hired a program coordinator whose role includes the implementation of a web-based case-management system. This nationally recognized system will enhance OPHD's ability to streamline case management, create more efficient workflow and more effectively collect and share key data in real time for use in strategic decision-making related to Title IX compliance.

The program coordinator's duties also include assisting with the establishment of improved protocols for regular tracking of the number and nature of reports received, the responses made, the documentation of case resolution and analysis of trends related to sexual violence and sexual harassment and other forms of discrimination handled by OPHD.

-- Sexual misconduct survey. In January 2018, the campus launched a faculty, staff and student survey, the "My Voice" survey, to better understand beliefs, norms and behaviors involving sexual misconduct. The results will be used to inform campus prevention and response efforts.