**UC Berkeley’s spring 2016 actions**

**to address sexual harassment and sexual violence**

**Our Values**

**A**t UC Berkeley, we are committed to ensuring that the university is a welcoming, safe, respectful and inclusive community for every one of our students, staff, faculty and visitors. Our goal, above all, is to prevent sexual violence and sexual assault cases from occurring, and where we cannot, to create a climate that encourages reporting, ensures a fair process, holds individuals accountable, and supports survivors.

**Our spring 2016 Actions**

* In March, the campus announced a series of steps to address the most immediate and critical areas and the chancellor appointed Professor Carla Hesse as interim lead for these efforts. Hesse, dean of the College of Letters & Science, is a prize-winning scholar with 20 years of experience teaching at UC Berkeley.
* In May 2016, the campus announced a $2.5 million supplemental investment to strengthen response to sexual violence and sexual harassment by expanding front-line staff such as investigators, as well as resources. This funding also will be used to insure that faculty, staff and students receive training and support that meets or exceeds national standards in higher education. The campus will roll out new in-person training for all senior academic and administrative staff and launch new awareness and training programs for all students, staff and faculty in the fall.

**Details of Dean Carla Hesse’s charge in overseeing campus efforts:**

* Dean Hesse is tasked with the following:
* **Strengthening our awareness and prevention efforts**. We will develop more comprehensive education programs as well as initiatives that target our entire campus community.
* **Reducing the time it takes to resolve cases** by better coordinating our services and providing additional resources to the Office for the Prevention of Harassment and Discrimination, so that the office can hire additional staff and complete investigations more quickly.
* **Providing** **survivors with more support services** by authorizing additional staff and resources for confidential advising, counseling, etc., to ensure that survivors have more timely access to these critical resources.
* **Reforming the disciplinary process** in partnership with the Academic Senate. This will include the creation of a campus level peer review board designed to ensure that sanctions for faculty and staff cases are dealt with in a firm and consistent manner, regardless of rank or position. This will be an extension to the peer-review panel that UC President Janet Napolitano has established to review recommended campus disciplinary actions involving senior campus leaders. (Graduate Division Dean Fiona Doyle is the UC Berkeley representative on the UC systemwide peer review committee.)
* **Establishing better coordination and greater transparency**. A senior campus leader will be identified to coordinate all of our efforts at the campus level and to communicate with the larger campus community about our progress on these new initiatives.

**About the Chancellor’s committee and its work**

* The **Chancellor’s Committee on Sexual Violence and Sexual Harassment is** chaired by Dean Hesse. In addition to campus staff, and faculty advisors, the following distinguished external advisers have agreed to assist with campus efforts to address sexual violence, harassment and assault:
  + - Mary Sue Coleman, past president of University of Michigan
    - Ruth Simmons, past president of Brown University
    - Robert Post, dean of the Yale School of Law
* The committee will consist of faculty, staff and student representatives from the Graduate Assembly, the Associated Students of the University of California and other relevant student groups.
* The Chancellor’s committee will report its recommendations to the UC president and chancellor in fall 2016. Its web page is located here: http://chancellor.berkeley.edu/chancellors-committee-sexual-violence-and-sexual-harassment
* For more information about the Chancellor’s committee see: <http://news.berkeley.edu/2016/04/05/chancellor-announces-new-committee-on-sexual-violence-harassment-and-assault/>
* The full set of initiatives is available online: <http://news.berkeley.edu/2016/03/24/uc-berkeley-announces-new-plans-to-prevent-sexual-assault-harassment/>

**Overview of the UC Office of the President related efforts**

UC President Janet Napolitano announced in spring 2016 the formation of a Systemwide Peer-Review Committee that will review and approve all proposed sanctions for senior university leaders found to have violated the university’s policy on sexual violence and sexual harassment. Senior leaders include chancellors, associate and assistant chancellors, provosts and vice provosts, deans, coaches and athletic directors. UC Berkeley’s representative on the committee is Fiona Doyle, dean of the Graduate Division.

Also, the UC Office of the President’s **Joint Committee reviewing the faculty discipline process and sexual harassment cases** issued, in April 2016, a report to President Napolitano which addressed steps to foster a culture of safety and respect on all UC campuses; provide clarity, fairness, and timeliness when investigations are undertaken; and ensure that any sanctions are commensurate with the seriousness of substantiated complaints.

The President accepted the following recommendations:

* + Undertake the necessary steps to **revise the Academic Personnel Manual** to eliminate the 10-day deadline for filing charges after placing a faculty respondent on involuntary paid leave;
  + **Require the Title IX officers at each campus to inform the Chancellor** whenever the Title IX office begins an investigation of a faculty respondent;
  + Require Academic Personnel and Academic Affairs offices to **retain indefinitely records of discipline** imposed on faculty and early resolution agreements. The records should be maintained in a manner that enables academic administrators to determine whether a faculty member accused of sexual violence or sexual harassment has previously been disciplined or agreed to an early resolution in a sexual violence or sexual harassment case;
  + **Designate at least one confidential resource for faculty**, other academic appointees and graduate students, who is exempt from reporting and has appropriate insights into the unique demands, opportunities, and risks of mentor relationships and academic careers, similar to the advocate position that has been established for students on each campus.

In addition, the Committee was tasked with further examining additional areas and provide recommendations by July 31, 2016 in the following areas:

* Develop a methodology to provide for a single investigation in sexual harassment and sexual violence cases involving faculty, so there are not multiple investigations of the same incident conducted by the Title IX office and the academic personnel office.
* Establish clear time frames for the resolution of both the investigation and adjudication stages, such that the investigation takes no longer than three months and the adjudication takes no longer than two months unless there are exceptional circumstances.
* Clarify the relationship between the Title IX offices and the Committees on Privilege and Tenure (or their equivalents) so that cases can be more readily brought to conclusion.
* Develop structures and support so that Committees on Privilege and Tenure (or their equivalents) have the capacity to meet throughout the year to curtail undue delays in the adjudication of faculty sexual violence or sexual harassment cases.
* Reconsider the three-year rule to, at a minimum, provide for a good cause, exception when a department chair or other official clearly fails in his or her responsibility to inform the Title IX office of a potential violation of the Sexual Violence and Sexual Harassment Policy.
* Require each campus to develop a Peer Review Committee, similar to the Systemwide Peer Review Committee, to review and recommend proposed discipline and to make final decisions regarding early resolutions in faculty sexual violence and sexual harassment cases.