



TITLE IX/SEXUAL HARASSMENT OFFICE

The Title IX/Sexual Harassment Office (Title IX/SHO) maintains a leadership role in UCR's commitment to a learning and workplace environment in which **all persons are treated with civility, dignity, and respect.** Under Title IX, Educational Amendments of 1972 and Title VII, Civil Rights Act of 1964, TitleIX/SHO monitors and evaluates campus policies and procedures to ensure compliance and to provide an atmosphere in which all feel supported and free of personal threat from sexual harassment.

In addition, the office has the primary responsibility for educating the campus community on sexual harassment, sex discrimination and sexual misconduct; **counseling individuals** involved in complaints; **investigating and resolving complaints**; reporting findings; making recommendations to the appropriate administrators; and developing an annual report of statistics.

OFSAA Initiatives

Leadership Development and Training

In partnership with Human Resources, Labor Relations, Academic Personnel, and other campus units, OFSAA is creating a whole new range of educational opportunities in and around diversity and affirmative action skill-building and multicultural competence to further personal and professional leadership skills.

OFSAA is a primary partner in many of the campus's most critical diversity efforts. This includes two of the newest undertakings:

- **Diversity Education & Leadership Initiative**

The DELI Committee, including representatives from several campus departments, is charged by the EVC/Provost with developing a comprehensive diversity education and training initiative to build institutional capacity to enhance diversity; offer skill-building and leadership development opportunities for faculty and staff; and create infrastructure support and measures for diversity.

- **Making Excellence Inclusive: The UCR Diversity Certificate Program**

OFSAA and Human Resources are partnering to provide an education program covering the basics of diversity and development of multicultural competencies for academic and administrative personnel. The program is structured in a 5-section series throughout the calendar year. It includes homework and project assignments directly tailored to the daily operations of the participating units.



Debbie Artis, Director of Title IX/Sexual Harassment Office

What is Sexual Harassment?

Sexual harassment is any unwanted sexual advance, or visual, verbal or physical conduct of a sexual nature. This definition **includes many forms of offensive conduct**, including gender-based harassment of a person of the same sex as the harasser, *when submission to or rejection of such conduct explicitly or implicitly affects a person's employment or education, unreasonably interferes with a person's work or educational performance, or creates an intimidating, hostile or offensive working or learning environment.*

Who Does Title IX/Sexual Harassment Office Serve?

Title IX/SHO is available to students, faculty, staff, and visitors for questions and information as well as for confidential discussion regarding personal or general Title IX/Sexual Harassment concerns.

Because UCR strongly prohibits any form of sexual harassment and sexual misconduct, all reports of sexual harassment and/or sexual misconduct receive a prompt and effective response.

What Can an Investigation Accomplish?

Response options to an allegation of sexual harassment may include early resolution, formal investigation, and/or targeted training or educational programs. Findings of sexual harassment may be addressed through a number of options including cease and desist orders, counseling, the opportunity to repeat course work without penalty, changes to student housing assignments, and other appropriate interventions.

How Do I Learn More About Dealing with Sexual Harassment Issues?

TitleIX/SHO provides training and workshops for faculty, staff and students regarding sexual harassment. These workshops are customized for the particular audience, including the specific focus of the curriculum and the length of the training. Workshops are designed in cooperation with the individual unit(s), such as faculty groups, residence hall personnel, staff personnel, student organizations and clubs, supervisors/management, teaching assistants or any other segment of the campus.

For further information regarding training and education programs, please contact the Title IX Office at TitleIX@ucr.edu.

Where Can I Get Assistance On Campus?

Individuals seeking information, counseling and assistance are encouraged to contact one of the campus **Sexual Harassment Information Centers**. Our staff can provide information and advice, as well as information and counseling regarding UCR policies and procedures.



Division of Diversity, Excellence and Equity

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Title IX/Sexual Harassment Office

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MAKING EXCELLENCE INCLUSIVE



Diversity & Inclusion, Excellence & Success

Diversity and inclusion lead to excellence and success. According to the Association of American Colleges and Universities' research, the vitality, stimulation and educational potential of an institution of higher learning are directly related to the diversity of the faculty, staff and student population.

UCR's inclusive excellence is reflected in our undergraduate **graduation rates which are consistently above the national average** for each segment of our diverse student population (USA Today, 6/8/07). For the past several years, UC Riverside's student population has ranked in the **top five nationally** among public universities for diversity, according to U.S. News & World Report.

The Associate Vice Chancellor, Diversity, Excellence and Equity (AVCDEE) is leading an expanded mandate to diversify and retain faculty and staff through multicultural and affirmative action education, as well as training and leadership programs. In the past five years UCR has made a **significant increase in both women and minority academic staff**, plus steady progress in diversifying administrative staff.

The AVCDEE is bringing together a directory of the many programs that already exist at UCR in a single easy-access online location. Stop by www.diversity.ucr.edu any time and take a look.

DIVISION OF DIVERSITY, EXCELLENCE & EQUITY

UCR's Chancellor created the position of the **Associate Vice Chancellor, Diversity, Excellence and Equity (AVCDEE)** in response to the growing awareness of the educational benefit of diversity for all students, faculty, and staff.

The AVCDEE is the chief diversity officer and leader of UCR's initiatives to promote diversity as a means to academic excellence, multicultural understanding and professional competence. Included in the AVCDEE's charge are assisting and monitoring all units of the campus in their efforts to recruit and retain diverse faculty, staff, and student body, as well as planning, implementing and overseeing development of programs and activities to support the culture of open inquiry, pluralism, mutual respect and engagement throughout the campus.

The AVCDEE's division includes the

- **Office of Faculty and Staff Affirmative Action**
- **Title IX/Sexual Harassment Office**



Dr. Yolanda Moses, Associate Vice Chancellor, Diversity, Excellence and Equity

Together, these offices provide discrimination and sexual harassment complaint resolution, recruitment and retention assistance, state and federal affirmative action (AA) compliance, AA data collection and analysis, diversity education and training, leadership development, scholarship and research.

In addition to the services described above, the AVCDEE has undertaken a variety of **campus initiatives** to advance UCR's dedication to academic excellence through diversity.

- **Advancement of Leadership Skills in Faculty Recruiting**

Through a PAID (Partnership for Adaptation, Implementation and Dissemination) grant to a consortium of southern California UC campuses, the AVCDEE is **developing workshops and educational seminars** for senior executives, deans and department chairs to help recruit and retain more women and under-represented minority faculty in the science, technology, engineering and math fields. The focus of this grant is on how understanding departmental culture is important in the faculty retention process.

- **Assessing Campus Student Learning**

The AVCDEE co-chairs the Campus Steering Committee for the UCR Western Accreditation of Schools and Colleges (WASC) re-accreditation effort. **"Learning in a Culture of Diversity"** is one of the three themes of the WASC Reevaluation process, and the AVCDEE will play a leadership role in assessing the impact of this theme.



- **New Visions for Diversity**

This is an annual event that honors the work of faculty, students and staff who contribute to the core values of honoring diversity in their work and everyday lives. In addition to the awards, a series of lectures, workshops and activities on the campus and in the community highlight the value and on-going integrative nature of diversity at UC Riverside and in the communities that we serve locally and beyond.

Future Activities: Center for Study of Diversity in Higher Education and Society

Our goal is to establish a national center that will focus on research, policy and practices around issues of diversity in higher education worldwide. In addition, the Center will be a research resource and catalyst for conferences, seminars, summits and workshops bringing together leadership of various sectors to look at the impact of diversity and inclusion on society.

OFFICE OF FACULTY & STAFF AFFIRMATIVE ACTION

The Office of Faculty and Staff Affirmative Action (OFSAA) stands at the center of UCR's mission to build individual and institutional capacity to **enhance diversity through promising practices and multicultural competence**. OFSAA's responsibilities include ensuring campus compliance with federal mandates, identifying campus diversity needs and assisting units to conduct effective job searches reflecting diverse pools and candidates.

OFSAA helps resolve discrimination-based grievances, as well as providing in-depth data collection, warehousing and analysis. OFSAA creates **leadership development, training and educational opportunities** tailored to the campus, collaborating with a number of other campus partners.



OFSAA Services

Faculty & Staff Recruitment Support

OFSAA works with Academic Personnel, Human Resources, Chief Financial and Administrative Officers, Department Chairs, and Search Committees to ensure recruitments that produce the most qualified and diverse candidates.

Grievance Processing

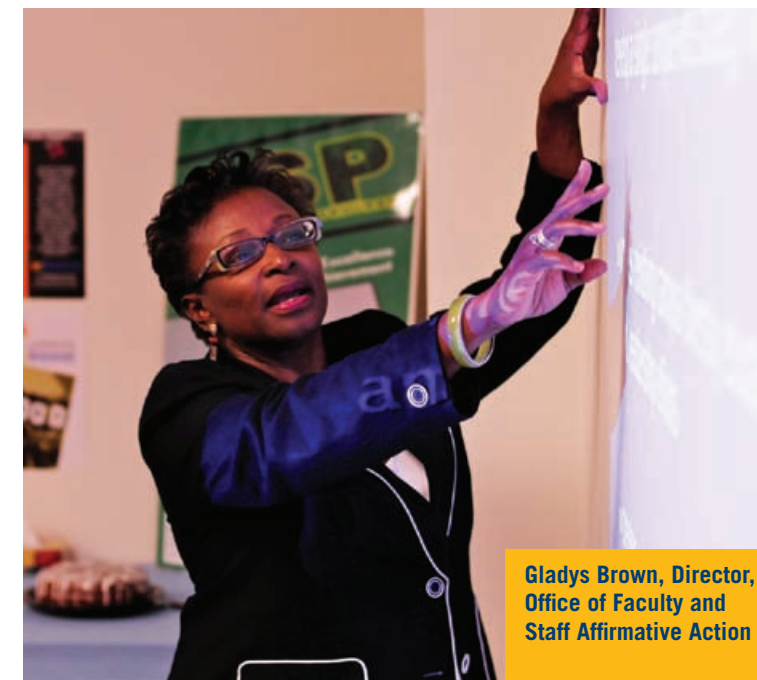
OFSAA works with complainants, respondents, unit heads and legal counsel to investigate and resolve allegations of discrimination based on racial, ethnic, sexual, religious, sexual orientation, disability or veteran-related reasons, whenever a member of the UCR faculty or staff might be involved.

Affirmative Action Plans & Regulatory Compliance

OFSAA is responsible for the campus's effort in gathering the information for and producing the annual **Affirmative Action plans** to ensure compliance with the Office of Federal Contract Compliance Program standards and protect millions of dollars in federal grant money.

Data Collection, Analyses and Reporting

OFSAA collects and analyzes data pertaining to UCR's workforce to effectively monitor and assist the recruitment and selection process for faculty and staff. OFSAA gathers its data from internal campus sources as well as from outside agencies such as U.S. Census data, Ph.D. production data, and Equal Employment Opportunity survey data.



Gladys Brown, Director, Office of Faculty and Staff Affirmative Action