



COVER YOUR ACADEMIC (CYA) CAREER

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Title IX/Sexual Harassment Office
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What is Title IX?

□ Title IX of the Educational Amendments of 1972 is the landmark legislation that bans sex discrimination in schools, whether it be in academics or athletics.

□ Title IX states:

"No person in the U.S. shall, on the basis of sex be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal aid."

Your Career

“We have to keep one eye on our present position and give all that we can to perform our responsibilities with efficiency and professionalism.” T. D. Jakes



Practical Tips to Avoid Common Pitfalls

Become familiar with University Policies regarding types of “unacceptable” behavior such as:

- The Faculty Code of Conduct, APM-015
- UC Policy on Sexual Harassment
- Memorandum of Understanding (MOU), Article 3 -
Academic Responsibility/Duty

Practical Tips to Avoid Common Pitfalls

If you are in a supervisory role:

- Make sure that every faculty member in your department is properly trained (AB 1825) regarding the risks of sexual harassment as well as on practical tips for preventing and responding to workplace harassment.
- Monitor your workplace
- Avoid deliberate indifference. Take all sexual harassment complaints seriously. Act with immediacy and care.

Practical Tips to Avoid Common Pitfalls

If you are in a supervisory role:

- Do not allow contact between the alleged harasser and the complainant, especially during an investigation.
- Be responsive to complaints of continued harassment
- Be sure to follow procedures (UC Policy on Sexual Harassment)

Practical Tips to Avoid Common Pitfalls

When dealing with students, faculty should:

- Be mindful of your conversations - make sure your conversations have a “G” rating
- Meet students with office door open
- Be mindful of your behavior when on University business
- Have someone present when meeting with a student who is exhibiting unhealthy alcohol or drug use or who appears to be “difficult”
- Avoid romantic relationships
- Be mindful of your physical contact (limit to handshakes)
- Be careful of what you email or display on your computer
- Avoid quid pro quo
- Avoid Retaliation

Campus Resources

Title IX/Sexual Harassment Office (951) 827-7070

Ombudsman (951) 827-3213

Academic Personnel (951) 827-4847



The End

Do you have any questions or concerns?

