The Title IX/Sexual Harassment Office (Title IX/SHO) examines a leadership role in UCR’s commitment to a learning and workplace environment in which all persons are treated with dignity, respect, and equality. Under Title IX, Educational Amendments of 1972 and Title VII, Civil Rights Act of 1964, Title IX/SHO monitors and evaluates campus policies and procedures to ensure compliance and to provide in a 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, sexual discrimination and sexual misconduct, empowering individuals involved in completing, investigating and resolving complaints, reporting individuals making recommendations to the appropriate administrators, and developing an annual report of statistics.

What is Sexual Harassment?
Sexual harassment is any unwanted sexual advances, or verbal, visual 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); unlawful or offensive conduct; sexual advances; requests for sexual favors; and other forms of harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment.

What Can an Investigation Accomplish?
Response options to an allegation of sexual harassment may include early resolution, formal investigations, 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 report misconduct to work without penalty, changes to student housing assignments, and other appropriate affirmative action.

How Do I Learn More About Dealing with Sexual Harassment Issues?
Title IX/SHO provides training and workshops for faculty, staff and students regarding sexual harassment. These workshops are customized for the particular audience, including: gender-based harassment (of a person of the same sex as the harasser); unlawful or offensive conduct; sexual advances; requests for sexual favors; and other forms of harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment. These workshops are customized for the particular audience, including the specific focus of the harassment.

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.
The Associate Vice Chancellor, Diversity, Excellence and Equity (AVCDEE) is leading an expanded mandate to diversify and retain faculty, staff, and student body, as well as planning, implementing and monitoring development of programs and activities to support the culture of open inquiry, pluralism, normal respect and engagement throughout the campus.

The AVCDEE’s division includes the Office of Faculty and Staff Affirmative Action, Title IX/Sexual Harassment Office, New Visions for Diversity, Recruitment and Retention Office, and the Campus Diversity Council.

Office of Faculty and Staff Affirmative Action

The Office of Faculty and Staff Affirmative Action (OFSSA) is dedicated to the mission to build individual and institutional capacity to enhance diversity through promising practices and multicultural competence. OFSSA’s responsibilities include monitoring campus compliance with federal mandates, identifying campus needs and trends, and to conduct effective job searches reflecting diverse positions and candidates. OFSSA helps solve discrimination-based grievances, as well as providing in-depth collection, warehousing and analysis. OFSSA creates leadership development, training and educational opportunities tailored to the campus, collaborating with a number of other campus partners.

**New Visions for Diversity**

This is an annual event that honours 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 annual series of lectures, workshops and activities on the campus and in the community highlighting the value and on-going integration 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 practice around issues of diversity in higher education worldwide. In addition, the Center will be a research resource and catalyst for conferences, seminars, community and workshops bringing together leadership of various sectors to look at the impact of diversity and inclusion on society.

**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 stimulation and educational potential of an expanded mandate to diversify is reflected in the core values of honoring diversity in their work and everyday lives. In addition to the annual series of lectures, workshops and activities on the campus and in the community highlighting the value and on-going integration of diversity at UC Riverside and in the communities that we serve locally and beyond.

**Office of Faculty & Staff Affirmative Action**

**Faculty & Staff Recruitment Support**

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 workforce to effectively measure and monitor the recruitment and selection process for faculty and staff. OFSSA gathers data from internal campus sources and other external sources as well as from outside agencies such as U.S. Census data, PDI data and U.S. Equal Employment Opportunity survey data.

**OFSAA Services**

- Grievance Processing
  - OFSSA offers support in personal complaints, responses, and heads and legal counsel to investigate and resolve allegations of discrimination based on race, ethnicity, gender, sexual orientation, disability or veteran status. OFSSA works with Academic Personnel, Human Resources, Chief Financial and Administrative Offices and the Diversity and Inclusion Division to assure that measures are taken to resolve grievances that provide the most qualified and diverse candidates.

- Recruitment
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- Affirmative Action Plan & Regulatory Compliance
  - OFSSA 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.

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