

UCI

Office of Equal
Opportunity and Diversity

Annual Report

2015-2016

OEOD

Advancing Inclusive Excellence

The Office of Equal Opportunity and Diversity (OEOD) works to ensure UCI's compliance with federal and state laws and University policies regarding discrimination, harassment, retaliation, and sex offenses. OEOD also works to promote and integrate the principles of equal opportunity, affirmative action, nondiscrimination, and inclusion.

OEOD provides a neutral avenue for students, faculty, staff, and those conducting business with the University to explore diversity-related topics and address matters related to equal opportunity, discrimination, harassment, retaliation, and sex offenses.

OEOD Services

Examples of OEOD's services and programs include:

- Addressing complaints of discrimination, harassment, retaliation, and sex offenses on campus and at the medical center through informal resolution or formal investigation.
- Responding to complaints filed with outside agencies including the California Department of Fair Employment and Housing, the U. S. Equal Employment Opportunity Commission, and the Office of Civil Rights under the U. S. Department of Education.
- Offering a variety of training programs and workshops on harassment and discrimination prevention, sex offenses and bystander intervention, diversity, and cultural awareness for students, faculty, and staff.
- Assisting UCI departments in adhering to nondiscrimination and affirmative action guidelines during faculty and staff recruitment and other employment processes.
- Compiling data for the annual affirmative action plan and other organizational analyses.
- Providing support for faculty and staff career development and UCI diversity initiatives.

Questions about OEOD's Annual Report can be directed to:

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To obtain additional copies of this report, go to www.oeod.uci.edu/report.

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* Available for review at the Office of Equal Opportunity and Diversity during regular business hours.

2015-16 Highlights

Workplace English Increases Communication & Improves Climate



In 2016, the Office of Equal Opportunity and Diversity launched the Workplace English course for limited-English staff working the night shift at the Student Center. The 10-hour course, offered one hour a week as part of a professional development program, focused on the essential English used at work and served as a foundation for improving communication and campus climate in the unit. The program was supported by Be Smart About Safety funds and a second session is planned for the new academic year.



Sexual Violence and Sexual Harassment Policy Revised

In January 2016, the UC Office of the President issued the revised *UC Policy on Sexual Violence and Sexual Harassment* and the new *Sexual Violence and Sexual Harassment Student Adjudication Framework*.

To ensure the effective reporting, investigation, and adjudication of sex offense cases under the new policies, OEOD revised and implemented the *UCI Guidelines for Reporting and Responding to Reports of Sex Offenses* and the *UCI Guidelines for Reporting and Responding to Reports of Discrimination and Harassment*. OEOD and the Office of Student Conduct collaborated on the *UCI Student Adjudication Model for Sex Offenses and Sexual Harassment*. These guidelines outline UCI's investigation and adjudication procedures and are consistent with the recommendations of the UC President's Task Force on Preventing and Responding to Sexual Violence and Sexual Assault.

UCI's efforts to comply with the Task Force recommendations are described in greater detail in Appendix A.

New Training Mandate for ALL Employees & Graduate Students

With its increased focus on effectively responding to allegations of campus sexual assaults, the University of California mandated in 2015-16 that all UC employees and graduate students receive training on preventing and responding to sexual violence and sexual assault. OEOD, in partnership with the Graduate Division, administered an online training module that resulted in a graduate student compliance rate of nearly 100%!



Rounding Out Investigative Team

OEOD welcomed three new staff to the office. Two new members, Tierney Anderson and Gregory Timberlake, filled recent Senior Investigator vacancies and have already jumped into the role, formally investigating and, where appropriate, informally resolving complaints of discrimination, sexual harassment, sexual violence and retaliation. Charlene Mandau was recruited for a newly created position recommended by the UC President's Task Force on Preventing and Responding to Sexual Violence and Sexual Assault to support UCI's Case Management Team, implement an online case management system, and track data for reporting obligations set forth by the UC Office of the President.



Prior to joining OEOD, Tierney Anderson worked as a mediator in Washington, DC, specializing in juvenile diversion, victim-offender mediation, and restorative justice programs. Ms. Anderson received her Bachelor's degree in International Studies from UC Irvine and a Master's degree in Conflict Resolution from Georgetown University. She has certificates in advanced mediation and victim-offender mediation.



Gregory Timberlake came to UCI with 20 years of investigative experience. Mr. Timberlake worked for the Federal Bureau of Investigation as both a Special Agent and a Supervisor. He conducted a variety of investigations, including matters related to drugs, child exploitation, and national security. Mr. Timberlake received his Bachelor's degree from Towson University where he double majored in Political Science and Economics.

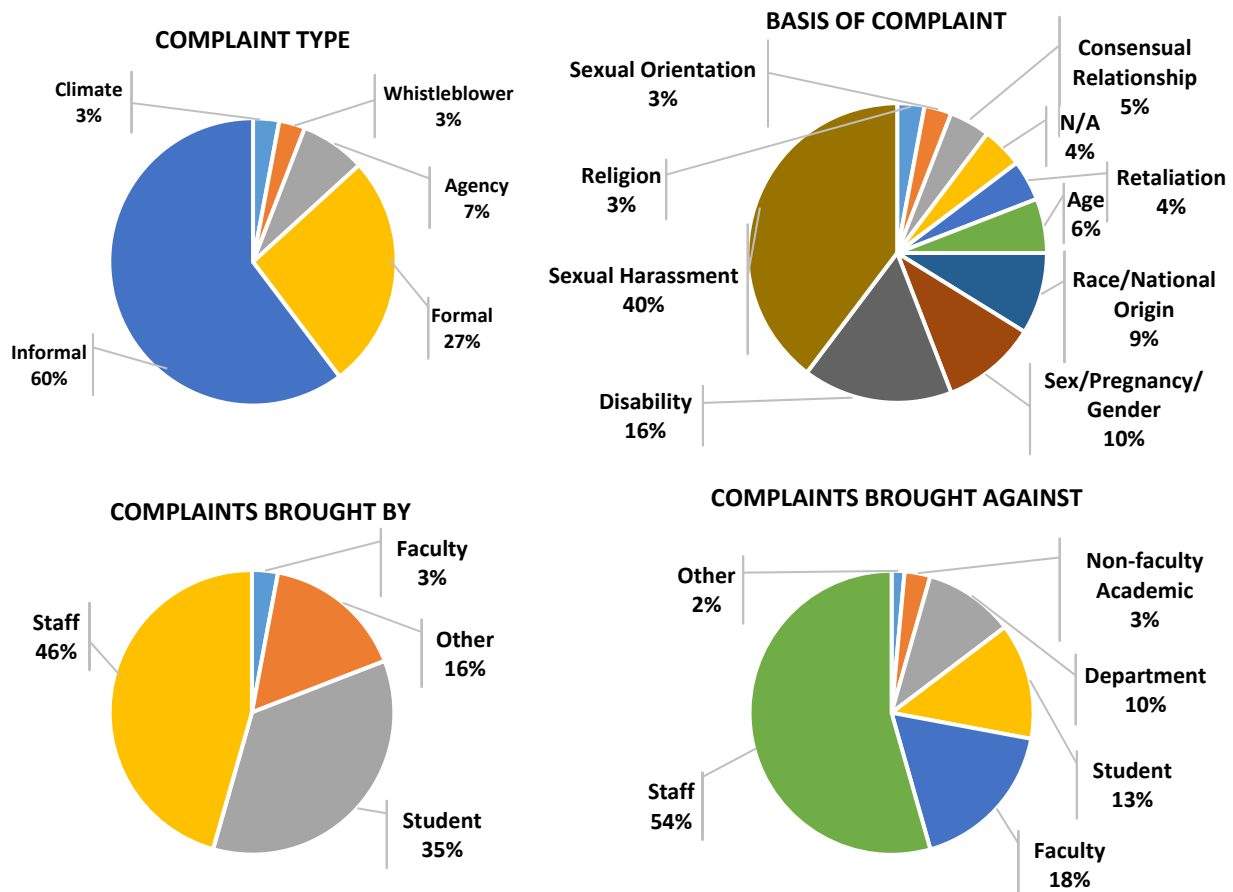


Charlene Mandau joined OEOD with UCI experience, having previously worked in University Advancement and the Academic Senate office, where she supported faculty on drafting, responding, and making recommendations on both UC and UC Irvine policies. Ms. Mandau received her Bachelor's degree in Political Science and Art History from Rutgers University.

Complaint Resolution

All members of the University of California, Irvine community have the right to work, learn, participate, and live in an atmosphere free of discrimination, harassment, retaliation, and sex offenses. When members of the UCI community believe they have been denied this right, they are encouraged to contact OEOD to file a **formal** complaint or pursue **informal** resolution. OEOD also receives **whistleblower**, **campus climate**, and **agency**¹ complaints that allege discrimination, harassment, retaliation or sex offense.

During the 2015-16 year, OEOD received **68** complaints of discrimination or sexual harassment and **204** inquiries (requests for information, advice, training referrals, or initial contacts that may eventually result in a complaint). The charts below provide an overview of OEOD's statistics for the 2015-16 academic year². As has generally been the case, the majority of these complaints were informally resolved. Sexual harassment continued to be the top basis of discrimination and harassment complaints OEOD received, followed by disability and sex³.



Refer to Appendix B for a brief description of each complaint of harassment, discrimination or retaliation that OEOD received in 2015-16.

¹ Outside agencies generally include the California Department of Fair Employment and Housing, U.S. Equal Employment Opportunity Commission, and the Office of Civil Rights within the U.S. Department of Education.

² Sex offenses statistics are reported on page 7.

³ Including pregnancy and gender, which are forms of sex discrimination.

NOTE: Complaints made **by** "Other" include patients, non-faculty academics, anonymous sources, etc.; those made **against** "Other" include an external or unknown entity.

Sex Offenses

OEOD is committed to creating and maintaining an environment in which all persons who live, work, and learn in our campus community can be free of all forms of sexual assault, sexual misconduct, dating and domestic violence, stalking, and retaliation.

In 2015-16, UCI received **167** reports of incidences of sex offenses involving UCI students, faculty and staff. While the majority of victims/complainants at UCI (and nationally) choose not to file a criminal complaint with police or an administrative complaint with OEOD, they do frequently request interim measures to help them feel safe. OEOD ensures that each individual who is identified as a victim of a sexual offense is provided with information about their rights, options, and resources, as well as interim measures/accommodations and protective measures. Respondents (those accused) are also provided with information about their rights, options, and resources.

Interim Measures for Students:

Academic support including tutoring, extra time, extension, withdrawals, and class or schedule changes. Physical and mental health services, counseling, family planning services, disability accommodation services, victim advocacy. Campus accommodations such as housing relocation and assistance, safety escorts, Visa assistance, and financial aid assistance. If a campus service is not generally available or a fee is imposed, access may be arranged or fees waived when appropriate.

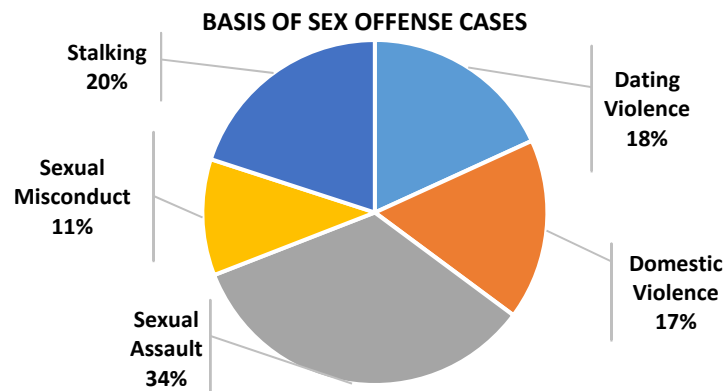
Interim measures for Employees, including Student Employees:

Changes to schedule, work location, housing, parking, department, or position. Physical and mental health services, disability accommodation services, victim advocacy, and leave time.

Protective Measures:

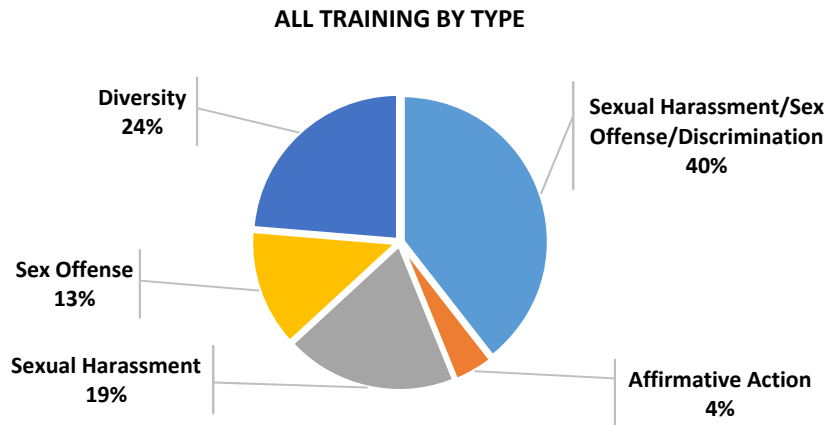
Administrative Stay Away/No Contact orders, safety planning, and campus safety escorts.

In approximately **18%** (N=30) of the **167** reported incidences, a party chose to pursue a formal administrative OEOD investigation to determine if a violation of university policy occurred. Violations of policy were found in **77%** of these formal cases. Refer to Appendix C for more details about these cases.



Training and Educational Programs

In 2015-16, OEOD conducted **113** workshops and training programs, reaching an audience of **5,159** individuals throughout the campus and the medical center. The chart below shows the types of programs OEOD provided.



In compliance with state law, all UCI faculty and supervisors must complete a two-hour Sexual Harassment Prevention course (AB1825 course). In addition to the online version of this training, OEOD provided instructor-led workshops and Life Theatre performances¹ to provide a diversity of learning opportunities that would satisfy the requirements of this California mandate.

Beginning with the 2016 calendar year, the Office of the President required that *all* employees receive annual training on sex offense prevention and reporting obligations. OEOD, in collaboration with Human Resources, administered a one-hour online training for non-supervisory employees; **16,509** employees completed the training by June 30, 2016. OEOD also provided instructor-led training for non-supervisory employees, including training in Spanish and sessions outside regular business hours for staff who work the night shift and have limited access to computers.

Additionally, OEOD, in partnership with the Graduate Dean's office, administered an online sexual harassment and sex offense prevention training for all **4,600** graduate students and obtained a **99.7%** completion rate.

To improve the campus climate and set a foundation for diversity awareness and cultural competency, OEOD continued to offer diversity programs for the UCI community. A record number of employees completed the **Diversity Development Program**, OEOD continued its collaboration with the School of Medicine and the Program in Public Health for the **Diversity in Medicine** course, new programming for limited-English proficient employees was offered, and **Campus Conversations** about diversity-related topics continued to engage the university community.

Refer to Appendix D for a list of all training programs delivered by OEOD in 2015-16.

¹ Life Theatre utilizes professional actors to dramatize real life scenarios and is an educational alternative to instructor-led and online courses.

AB1825 Compliance

The table below illustrates each unit's compliance with California law AB1825 as of June 30, 2016. With an **88%** compliance rate, UCI matched the systemwide compliance average.

Unit/School	Total	Satisfied	Percentage in Compliance
Graduate Division	17	17	100%
Division of Undergraduate Education	45	41	100%
Administrative & Business Services	168	157	99%
Library	66	64	98%
University Advancement	63	62	98%
Chancellor's Office***	183	174	98%
Office of Research	97	93	98%
Education	176	90	98%
Office of Information Technology	128	123	98%
Office of Academic Affairs*	42	41	98%
Biological Sciences	146	138	97%
Social Ecology	88	80	97%
Humanities	328	302	96%
Student Affairs	280	259	96%
Medical Center	473	441	96%
Physical Sciences	203	188	95%
Health Sciences**	68	61	93%
Arts	136	118	91%
School of Medicine	1045	929	90%
Information and Computer Sciences	99	89	90%
Engineering	178	151	89%
Social Sciences	203	174	88%
Law	75	62	85%
Business	165	120	79%
University Extension & Summer Sessions	548	251	49%
UCI TOTAL	5020	4225	88%

*Includes Office of Technology Alliances and University Ombudsman.

**Total includes sum of Nursing Science, Pharmaceutical Sciences, and Public Health (breakdown below).

***Includes Human Resources, Office of Equal Opportunity & Diversity, Public Records Office, Athletics & Bren Center.

Compliance in 2015-16 was lower due to the inclusion of employees on part-time appointments, many of which had ended but the employees remained in the payroll system for possible future appointment.

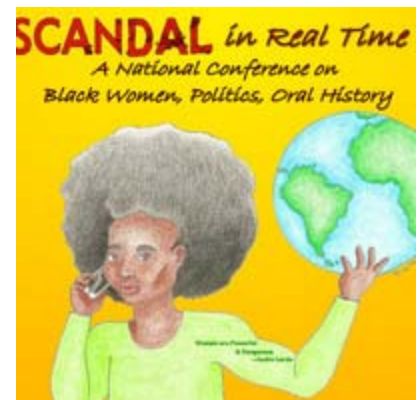
Affirmative Action Programs

As a federal contractor, UCI must take affirmative action to promote the full realization of equal opportunity in employment for women, minorities, protected veterans, and individuals with disabilities. To assist with this goal, OEOD monitors employment actions, identifies placement goals based on utilization analysis² by job groups, and supports the university's good faith efforts to address underutilization of these populations.

Good Faith Efforts

OEOD took the following affirmative actions in support of UCI's good faith efforts to ensure equal opportunity in employment:

- Provided funding to support two Chancellor's ADVANCE Postdoctoral Fellowships.
- Provided funding for the ADVANCE Career Development Grants Program to cover registration fees for Senate faculty to participate in the Faculty Success Program (FSP) sponsored by the National Center for Faculty Development and Diversity.
- Contracted with Inside Higher Ed, Higher Ed Jobs, and America's Job Exchange for unlimited job postings by UC Irvine (academic and non-academic positions) and automatic posting of all academic³ and staff recruitments to their job sites.
- Posted all academic recruitments to the Southern California Higher Education Consortium website (SoCalHERC.org) on a weekly basis.
- In consultation and collaboration with Strategic Communications, placed diversity-related recruitment ads in publications that serve diverse populations.
- Provided administrative and marketing support to UCI employee **diversity affinity groups**.
- Co-sponsored the registration fees along with University Extension for UCI employees to enroll in and complete the Workplace Spanish or Spanish in Healthcare courses.
- Launched the Workplace English course for limited-English proficient employees.
- Trained supervisors on equal opportunity, affirmative action, and diversity considerations that impact recruitment and other employment decisions through the UCI Core Supervision Certificate Program.
- Co-sponsored *Scandal in Real Time: A National Conference on Black Women, Politics, and Oral History* which was organized by a UCI faculty member.
- Provided consultation services to the UC RECRUIT team on search waivers and race/ethnicity data collection and to academic units conducting recruitments or requesting search waivers.
- Guided search firms contracted by UCI on affirmative action/equal employment opportunity obligations and federal data collection regulations.



² Utilization analysis compares the actual representation of women, minorities and people with disabilities in our workforce to their expected representation based on their availability. For any job group where underutilization has been identified, a placement goal is set equal to the expected availability percentage.

³ Contract with Inside Higher Ed includes automatic posting of all academic recruitments only; UCI also has access to upload staff recruitments to IHE manually.

Statistical Highlights

Utilization analysis statistics by job group are provided in Appendices E, F, and G based on the one whole person standard and two standard deviations⁴. UC Irvine, for its internal planning and progress goals, including this report, uses the more inclusive one whole person standard.

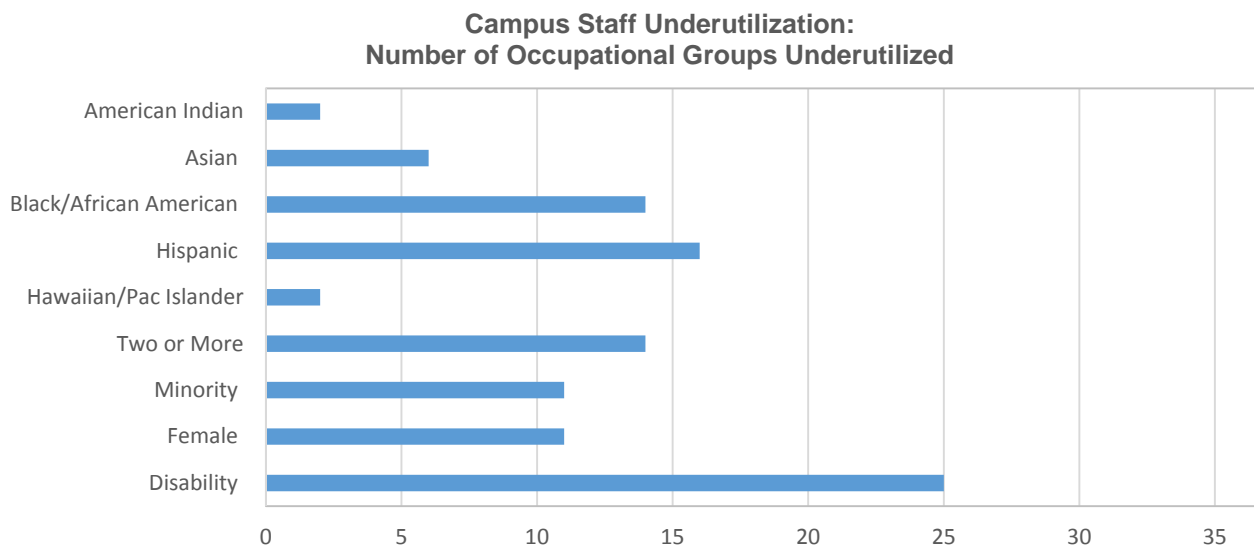
Academic Affirmative Action Analysis

In 2015-16, when considering UCI's **ladder-rank faculty** in aggregate, individuals with disabilities and Blacks/African Americans were underutilized in all ranks; additionally, women and all minority groups were identified as underutilized in the Full Professor rank.

In the **Deans and Provosts** job group, women, Asians, minorities as a group, and individuals with disabilities were identified as underutilized compared to availability. Detailed academic areas of underutilization and placement goals for these and additional academic job groups are provided in Appendix E.⁵

Career Staff Affirmative Action Analysis

In 2015-16, UCI had 111 **campus career staff** job groups. For this report, these job groups were consolidated into 37 occupational groups. Individuals with disabilities were identified as underutilized in 25 of these occupational groups, followed by Hispanics (16), Blacks/African Americans (14), and those employees who identify with "Two or more" races/ethnicities (14)⁶.

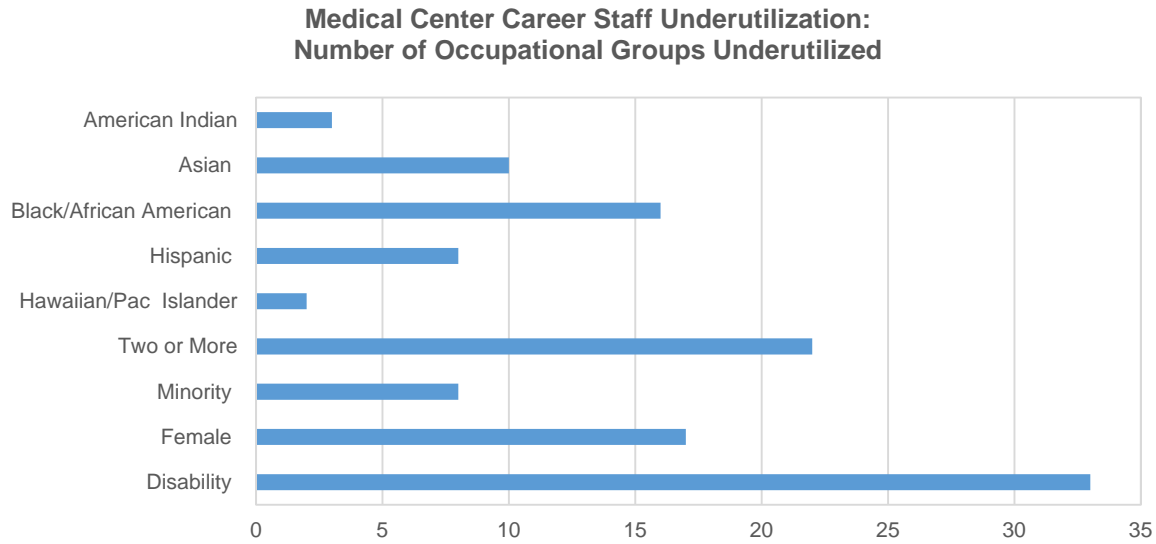


⁴ Three different standards accepted across the nation: any difference rule, whole person standard, and two standard deviations. UCI uses the more inclusive whole person standard for setting and assessing internal planning and progress goals. Two standard deviations results are included in the appendices for base federal regulation compliance. Counts for "any difference" under one whole person are not included in this report, although they would be included by federal regulations for measuring underutilization of individuals with disabilities.

⁵ Available in the Office of Equal Opportunity and Diversity during regular business hours.

⁶ The payroll/personnel system did not collect "two or more" race/ethnicity categories for affirmative action reporting prior to Fall 2014. Employees with appointments prior to November 2014 were not re-surveyed and thus this data is not available for those employed before Fall 2014.

At the **medical center**, of the 45 career staff job groups, the groups most often identified as underutilized were individuals with disabilities (33 job groups), women (17 job groups) and Blacks/African Americans (16 job groups). Similar to the campus staff, a large number of job groups (N=22), reflected underutilization of those who identify with two or more races/ethnicities.



Detailed career staff areas of underutilization and placement goals are provided in Appendix F (campus) and Appendix G (medical center).⁷

⁷ Available in the Office of Equal Opportunity and Diversity during regular business hours.

Appendix A

Appendix A. UC Irvine's Progress on Recommendations Proposed by the UC President's Task Force on Preventing and Responding to Sexual Violence

- **Recommendation 1: Establish a consistent “response team” model at all campuses, January 2015**

UCI established its Case Management Team (CMT) in 2012, comprised of representatives from UCI Police Department, CARE, Campus Counsel, the Office of Student Conduct, and OEOD. In February of 2016, the CMT traveled to San Diego to receive specialized training from the California Department of Justice on responding to and investigating sex offenses, and in June 2016 OEOD hired a case management coordinator to facilitate the coordination of the team and tracking of data responsive to UC-mandated reporting obligations.

- **Recommendation 2: Adopt systemwide, standard investigation and adjudication standards, July 2015**

In January of 2016, the Office of the President issued the revised the *UC Policy on Sexual Violence and Sexual Harassment* and the new *Sexual Violence and Sexual Harassment Student Adjudication Framework*.

To ensure the effective reporting, investigation, and adjudication of these cases under the new policies, UCI revised and implemented the *UCI Guidelines for Reporting and Responding to Reports of Sex Offenses*, *UCI Guidelines for Reporting and Responding to Reports of Discrimination and Harassment* and the *UCI Student Adjudication Model for Sex Offenses and Sexual Harassment*. These guidelines outline UCI's investigation and adjudication procedures and are consistent with the recommendations of the Task Force.

- **Recommendation 3: Develop a comprehensive training and education plan, July 2015**

During the 2015-2016 academic year OEOD, in partnership with Campus Assault Resource and Education (CARE), executed a comprehensive training initiative. In addition, in response to the systemwide mandate for *all* employees to receive training on preventing and responding to sexual violence and sexual assault, over 16,500 employees completed online or instructor-led training on the subject.

Also in 2015-16, nearly 100% of UCI's 4600 graduate students completed “Think About It,” an online training module designed to educate graduate students about the resources and responsibility for reporting and responding to incidents of sexual violence.

- **Recommendation 4: Implement a comprehensive communication strategy to educate the community and raise awareness about UC programs, January 2015**

Originally launched in 2014, OEOD continues to update and improve the [Sexual Violence Prevention & Response website](#). Additionally, during the academic year the Chancellor twice reaffirmed with the UCI community that we each have a responsibility to make UCI free from sexual violence and sexual harassment. The Chancellor's message provided information on the [UC Policy on Sexual Violence and Sexual Harassment](#) as well as campus resources, including the website referenced above.

- **Recommendation 5: Establish an independent, confidential advocacy office for sexual violence and sexual assault on each campus, January 2015.**

UCI has long established its CARE office, which has been providing confidential advocacy services to UCI students who have experienced sexual violence or sexual assault since 2005. The advocate in CARE is now available to faculty and staff. A Respondent Support Services coordinator was hired to provide assistance to students and employees accused of violating the [UC Policy on Sexual Violence and Sexual Harassment](#).

- **Recommendation 6: Establish a comprehensive systemwide website with campus customization capabilities, January 2015**

UCI officially launched its [Sexual Violence Prevention & Response website](#) in 2014-15. The site is continually updated.

- **Recommendation 7: Initiate/develop a systemwide standard data collection system, July 2015**

In 2016 OEOD contracted with Simplicity for its Advocate GME case management system, which will replace OEOD's current in-house database. This system is in place at several other UC locations, and its reports will be customized to respond to monthly and ad hoc UC Office of the President data requests.

The image shows the top portion of a website. At the top left is the UCI logo followed by the text "Sexual Violence Prevention & Response". To the right of this are links for "Students", "Alumni", "Faculty & Staff", and "Parents". Below these links is a search bar with a magnifying glass icon and the text "Web | People". A yellow navigation bar contains links for "OEOD", "UCI Police", "CARE", "Counseling Center", and "Student Conduct". Below the navigation bar is a green box with the "SV PR" logo and the text "Commitment to Preventing & Responding to Sex Offenses".

Appendix B

Appendix B
DISCRIMINATION/SEXUAL HARASSMENT CASES

Complainant	Respondent	Complaint	Basis	Allegations	Status
Staff	Department	Agency	Age, National Origin, Retaliation	Decreased work hours, termination	No violation found
Staff	Department	Agency	Disability	Nonaccommodation	No violation found
Staff	Department	Agency	Sex	Sex discrimination	Complainant withdraw the complaint; case closed by agency
Staff	Department	Agency	Disability, Harassment, Retaliation	Nonaccommodation, wrongful termination	Case closed by agency upon Complainant's request for an immediate right-to-sue letter
Staff	Department; Staff	Agency	Sex	Denied promotion opportunity	No violation found
Staff	Staff	Climate	Disability, Religion	Unfair treatment, hostile environment	No follow-through by Complainant
Staff	Faculty	Climate	National Origin	Inappropriate comment	Provided information and education to Respondent. Respondent no longer affiliated with university.
Non-faculty academic	Faculty	Formal	National Origin, Religion, Citizenship	Inappropriate comments and intervention in research	No violation of policy found
Non-faculty academic	Faculty	Formal	Sexual Orientation, Sexual Harassment, Medical Condition	Inappropriate remarks	No violation of policy found
Student	Faculty	Formal	Consensual Relationship (APM015)	Inappropriate relationship with student	Violation of policy found; proposed termination; Respondent resigned
Student	Faculty	Formal	Sexual Harassment	Inappropriate comments and hugging	Violation of policy found; notice of intent to dismiss issued; Respondent resigned
Staff	Staff	Formal	Age, Disability, Medical Condition	Failure to accommodate	No violation of policy found; provided training to department
Staff	Staff	Formal	Age, National Origin, Retaliation	Inappropriate comments	No violation of policy found
Staff	Staff	Formal	Disability, Retaliation	Nonaccommodation, termination	No violation of policy found
Staff	Staff	Formal	Pregnancy	Wrongful termination	No violation of policy found
Staff	Staff	Formal	Religion, Race	Inappropriate comments	No violation of policy found; provided training to department
Staff	Staff	Formal	Retaliation	Hostile work environment, disciplinary actions and intimidation after disclosing	Violation of policy found; sanction pending
Staff	Staff	Formal	Retaliation	Hostile work environment	Violation of policy found; Respondent terminated
Staff	Staff	Formal	Sexual Harassment	Touching private body part in presence of others	Violation of policy found; Respondent terminated

Appendix B
DISCRIMINATION/SEXUAL HARASSMENT CASES

Complainant	Respondent	Complaint	Basis	Allegations	Status
Staff	Staff	Formal	Sexual Harassment	Inappropriate sexual comments	No violation of policy found
Staff	Staff	Formal	Sexual Harassment, Sex, Retaliation	Inappropriate sexual images, text messages and comments	No violation of policy found
Staff	Staff	Formal	Sexual Orientation, Gender, Retaliation	Inappropriate comment	Violation of retaliation policy found; written warning issued; no violation of nondiscrimination policy found
Staff	Staff	Formal	Sexual Harassment, Retaliation	Inappropriate relationship, wrongful termination	Violation of policy of conflict of interest created by consensual relationship found; no violation of policy of sexual harassment found; notice of intention to dismiss letter issued; Respondent resigned
Student (Undergraduate)	Staff	Formal	Sexual Harassment, Consensual Relations	Repeated requests for dates; texts	Violation of sexual violence and sexual harassment policy found, sanction pending; no violation found on conflicts of interest created by consensual relationship policy
Student (Graduate)	Student (Graduate)	Formal	Sexual Harassment, Gender, Gender Expression, Gender Identity, Sex, Sexual	Harassment	No violation of policy found
Faculty	Department	Informal	Disability	Nonaccommodation, lack of accessibility	Provided information and education to department; no follow-through by Complainant
Other	Department	Informal	N/A	Hiring process was conducted unprofessionally	Provided information and resources to both parties
Staff	Faculty	Informal	Sexual Harassment	Ogling, inappropriate comments	Provided boundary training to Respondent
Student (Graduate)	Faculty	Informal	Consensual Relationship (APM015)	Inappropriate relationship with student	Provided information and resources to both parties
Student (Graduate)	Faculty	Informal	Disability	Nonaccommodation	Worked with department and referred to consultation team
Student (Undergraduate)	Faculty	Informal	Disability	Nonaccommodation	Accommodation was provided to Complainant
Unknown	Faculty	Informal	Religion	Inappropriate remarks in the classroom	Provided information and resources to Respondent
Students (Graduate)	Faculty (Emeritus)	Informal	Sexual Harassment	Verbal and physical harassment	Chair of the department was notified and will provide support for Complainant
Staff	Faculty; Staff	Informal	Consensual Relationship (APM015)	Hired intimate partner, favoritism	Provided information and education to Respondents
Non-faculty academic	Non-faculty academic	Informal	Sexual Harassment	Unwanted attention	Provided information and resources to both parties

Appendix B
DISCRIMINATION/SEXUAL HARASSMENT CASES

Complainant	Respondent	Complaint	Basis	Allegations	Status
Non-faculty academic	Non-faculty academic; Faculty	Informal	Sex, National Origin	Inappropriate remarks	No follow-through by Complainant; brought to attention of associate dean
Faculty	Staff	Informal	Disability	Nonaccommodation	Accommodation was provided to Complainant
Other	Staff	Informal	Sexual Harassment	Inappropriate use of social media	Provided information and education to Respondent
Other	Staff	Informal	Sexual Harassment	Inappropriate conduct	Provided information and resources to Complainant; Respondent directed not to contact Complainant
Staff	Staff	Informal	Consensual Relationship	Inappropriate relationship with subordinate	Provided information and resources to department
Staff	Staff	Informal	National Origin, Sex	Inappropriate comments	Provided information and education to both parties
Staff	Staff	Informal	Race	Inappropriate comment	Respondent sent apology to Complainant
Staff	Staff	Informal	Race	Inappropriate racist comments, verbally abusive	Provided information and resources to both parties; provided training to department
Staff	Staff	Informal	Sex	Inappropriate comments	Provided boundary training to Respondent
Staff	Staff	Informal	Sexual Harassment	Inappropriate comments	Provided information and education to both parties
Staff	Staff	Informal	Sexual Harassment	Unwelcome comments & behaviors	Provided information and education to Respondent
Staff	Staff	Informal	Sexual Harassment	Leering	Provided boundary training to Respondent
Staff	Staff	Informal	Sexual Harassment	Inappropriate conversations	Provided information and education to department; provided sexual harassment and sexual violence policy information and education to Respondent
Student (Graduate)	Staff	Informal	Disability, Retaliation	Inappropriate response, prematurely ended employment	Provided information and education to Respondent
Student (Undergraduate)	Staff	Informal	Disability	Nonaccommodation	Facilitated accommodation
Student (Undergraduate)	Staff	Informal	Disability, Retaliation	Inappropriate accommodation, false accusation	Worked with unit to resolve; no follow-through by Complainant
Student (Undergraduate)	Staff	Informal	N/A	Inappropriate conduct	Provided information and resources to Complainant
Student (Undergraduate)	Staff	Informal	Sex	Unwanted attention, too personal, inappropriate comment	Provided boundary training to Respondent
Student (Undergraduate)	Staff	Informal	Sexual Harassment	Harassing messages, comments	Provided information and education to Respondent

Appendix B
DISCRIMINATION/SEXUAL HARASSMENT CASES

Complainant	Respondent	Complaint	Basis	Allegations	Status
Student (Undergraduate)	Staff	Informal	Sexual Harassment	Inappropriate comments, intimate dancing	Provided training to department; Respondent received education about professional boundaries from supervisor
Student (Undergraduate)	Staff	Informal	Sexual Harassment	Inappropriate comments	Provided boundary training to Respondent in presence of supervisor
Unknown	Staff	Informal	Sexual Harassment	Inappropriate touching (hugging)	Provided information and education to Respondent
Student	Other	Informal	Age	Denied hiring	Provided information and education to Respondent
Student (Graduate)	Student (Graduate)	Informal	Sexual Harassment	Sexual rumors	Provided information and education to both parties
Student (Graduate)	Student (Graduate)	Informal	Sexual Harassment	Repeated unwanted requests to date	Respondent left university
Student (Graduate)	Students (Graduate)	Informal	Sexual Harassment	Inappropriate comments	Provided information and resources to both parties; provided education to Respondents
Student (Graduate)	Student (Graduate)	Informal	Sexual Harassment	Gestures, requests for date, compliments	Provided information and education to Respondent
Student (Graduate)	Student (Graduate)	Informal	Sexual Harassment	Inappropriate touching and text messages	Provided information and education to Respondent
Unknown	Student (Graduate)	Informal	Gender, Sex	Harassing behavior	Provided information and education to Respondent
Other	Student (Undergraduate)	Informal	Sexual Harassment	Unwelcome advances	Provided information and education to Respondent
Student (Undergraduate)	Student (Undergraduate)	Informal	Sexual Harassment	Looked up skirt	Provided information and education to Respondent; Respondent banned from club
Staff	Staff	Whistleblower	Race, Retaliation	Inappropriate comments, constructive discharge	No violation of policy found
Staff	Staff	Whistleblower	Retaliation, Gender Identity, Sex, Sexual Orientation, Disability	Unfair treatment, non-accommodation	No violation of policy found

Appendix C

Appendix C
SEX OFFENSE FORMAL CASES

Complainant	Respondent	Complaint	Basis	Status
Student (Undergraduate)	Student (Undergraduate)	Formal	Dating Violence	Violation of policy found for Respondent #2; 1 year disciplinary probation; no violation of policy found for Respondent #1
Patient	Staff	Formal	Sexual Assault	No violation of policy found
Other (Non-affiliate)	Student (Undergraduate)	Formal	Domestic Violence	No violation of policy found
Patient	Staff	Formal	Sexual Misconduct	Violation of policy found; Respondent resigned prior to employment action
Other (Non-affiliate)	Student (Graduate)	Formal	Domestic Violence	No violation of policy found
Student (Graduate)	Student (Graduate)	Formal	Domestic Violence	Violation of policy found; academic probation
Student (Undergraduate)	Student (Undergraduate)	Formal	Dating Violence	Violation of policy found; 1 year suspension
Other (Non-affiliate)	Student (Graduate)	Formal	Domestic Violence	Violation of policy found; probation for 1 year, 2 quarters suspension
Student (Undergraduate)	Student (Undergraduate)	Formal	Dating Violence	Violation of policy found; 2 years suspension
Patient	Staff	Formal	Sexual Assault	No violation of policy found
Patient	Staff	Formal	Sexual Assault	No violation of policy found
Students (Undergraduate)	Student (Undergraduate)	Formal	Dating Violence	Violation of policy found for both parties; Respondent #1 probation and record hold for 2 quarters; Respondent #2 record hold for 2 quarters
Other (Non-affiliate)	Student (Undergraduate)	Formal	Dating Violence	Violation of policy found; 1 year disciplinary probation
Student (Graduate)	Student (Undergraduate)	Formal	Dating Violence	No violation of policy found
Student (Undergraduate)	Student (Undergraduate)	Formal	Sexual Assault	Violation of policy found; 1 year suspension, plus FIRST (First-year Internet Required Safety Training)

Appendix C
SEX OFFENSE FORMAL CASES

Complainant	Respondent	Complaint	Basis	Status
Student (Undergraduate)	Student (Undergraduate)	Formal	Sexual Assault	Violation of policy found; 2 years and 1 quarter suspension
Student (Undergraduate)	Student (Undergraduate)	Formal	Dating Violence	Violation of policy found; 1 year suspension
Other (Non-affiliate)	Student (Undergraduate)	Formal	Domestic Violence	Violation of policy found; 1 quarter suspension
Faculty	Student (Former)	Formal	Stalking	Violation of policy found; suspension for 2 quarters and disciplinary probation for duration of enrollment
Student (Graduate)	Student (Graduate)	Formal	Stalking, Dating Violence	Violation of policy found; 1 year suspension
Non-faculty academics	Faculty	Formal	Sexual Assault, Sexual Harassment	Violation of policy found; non-renewal of volunteer appointment
Student (Graduate)	Student (Graduate)	Formal	Sexual Misconduct	Violation of policy found; 1 year probation
Student (Undergraduate)	Student (Undergraduate)	Formal	Domestic Violence	Violation of policy found; 2 years suspension
Unknown	Student (Undergraduate)	Formal	Sexual Misconduct	Violation of policy found; 2 quarters suspension and disciplinary probation for duration of enrollment
Student (Undergraduate)	Student (Undergraduate)	Formal	Dating Violence, Stalking	Violation of policy found; 2 years record hold
Student (Graduate)	Student (Graduate)	Formal	Stalking	Violation of policy found; sanction pending.
Student (Undergraduate)	Student (Undergraduate)	Formal	Dating Violence	Violation of policy found; 2 quarters suspension
Student (Undergraduate)	Student (Undergraduate)	Formal	Sexual Misconduct	Violation of policy found; housing ineligible for duration of enrollment and disciplinary probation for duration of enrollment
Other (Non-affiliate)	Student (Undergraduate)	Formal	Dating Violence	No violation of policy found
Student (Undergraduate)	Student (Undergraduate)	Formal	Sexual Misconduct	Violation of policy found; disciplinary probation, housing ineligible, plus FIRST (First-year Internet Required Safety Training)
Student (Undergraduate)	Student (Undergraduate)	Formal	Sexual Assault	Violation of policy found; 1 year suspension and disciplinary probation

Appendix D

Appendix D
TRAINING AND EDUCATION PROGRAMS

Unit	Department	Presentation Title	Total	Staff	Faculty	Student	Other
Academic Affairs	Library	Sexual Harassment Prevention & Sexual Offense	47	47			
	Library	Buddhism, Meditation, Mindfulness in the Work Place	10	10			
Administrative & Business Services	Facilities Management	Sexual Harassment Prevention & Discrimination	40	40			
	Facilities Management	Sexual Harassment Prevention & Discrimination	40	40			
	Facilities Management	Sexual Harassment Prevention & Discrimination	30	30			
	Facilities Management	Sexual Harassment & Sexual Violence	26	26			
	Facilities Management	Sexual Harassment & Sexual Violence	73	73			
	Transportation and Distribution Services	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	28	28			
Arts	Arts	Sexual Harassment Prevention & Response	91	49	37	5	
Business	Business	Intercultural Communication Workshop	23			23	
Chancellor	Athletics	Discrimination & Sexual Offense	74	74			
	Athletics	Diversity & Team Dynamics	25			25	
	Athletics	Sexual Harassment, Sexual Violence Prevention & Response	35	35			
Division of Undergraduate Education	Student Support Services	Sexual Harassment, Sexual Violence Prevention & Response	8	8			
Education	Education	Multicultural Education	131	1		130	
Engineering	Electrical Engineering & Computer Science	Sexual Harassment Prevention & Response	140			140	
Extension	Extension	Sexual Harassment Prevention & Response	14	14			
	Extension	Sexual Harassment Prevention & Response	15			15	
	International Housing	Diversity and International Students	9			9	
	International Programs	Communication Across Cultures	13	13			
	International Programs	Campus Diversity	8			8	
Graduate Education	Graduate Division	Sexual Harassment Prevention & Ethics	30			30	
	Graduate Division	Sexual Harassment Prevention & Ethics	30			30	
Law	Law	Creating an Inclusive Community	125	3		122	

Appendix D
TRAINING AND EDUCATION PROGRAMS

Unit	Department	Presentation Title	Total	Staff	Faculty	Student	Other
Medical Center	Medical Surgical 4T	Nondiscrimination & Accommodation	4	4			
	Obstetrics & Gynecology	Sexual Harassment Prevention	30	30			
	Security Department	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	13	13			
	Security Department	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	13	13			
Medicine	Beckman Laser Institute	AB1825: Sexual Harassment Prevention & Nondiscrimination	30	30			
	Dermatology	Sexual Harassment Prevention & Nondiscrimination	13			13	
	Medical Education	Sexual Harassment Prevention & Response	30			30	
	Medical Education	Sexual Harassment Prevention & Response	30			30	
	Medical Education	Sexual Harassment Prevention & Response	30			30	
	Medicine	Sexual Harassment Prevention & Response	15			15	
	Medicine	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	32			32	
	Medicine	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	34			34	
	Multiple Departments	Creating an Inclusive Campus Community	131			131	
	Multiple Departments	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	20			20	
	Multiple Departments	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	15			15	
	Multiple Departments	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	15			15	
	Multiple Departments	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	15			15	
	Neurology	Sexual Harassment Prevention & Nondiscrimination	20			20	
	Radiological Sciences	Sexual Harassment Prevention & Nondiscrimination	12			12	
	Surgery	Sexual Harassment Prevention & Nondiscrimination	55	50		5	
	Urology	Sexual Harassment Prevention & Nondiscrimination	12		4	8	
	Other	Other (DOJ:SoCal University Personnel)	Campus Disciplinary Proceedings Do's & Don'ts	200			
Other (DOJ:SoCal University Personnel)		Campus Disciplinary Proceedings Do's & Don'ts	250	10			240
Other (DOJ:SoCal University Personnel)		Campus Disciplinary Proceedings Do's & Don'ts	250	10			240

Appendix D
TRAINING AND EDUCATION PROGRAMS

Unit	Department	Presentation Title	Total	Staff	Faculty	Student	Other
Other(cont'd)	Other (Beckman High School)	Diversity in Medicine Workshop	112				112
	Other (Cal Bridge Scholars)	Sexual Harassment, Discrimination Prevention & Response	20		1		19
	Other (CA College and University Police Chiefs Association)	Coordinating Investigations with Title IX Officers	20				20
	Other (SoCal University Personnel)	Coordinating Investigations with Title IX Officers	200				200
Physical Sciences	Chemistry, Physics & Astronomy	Sexual Harassment Prevention	10	2		8	
	Lab Support Services	Sexual Harassment Prevention & Nondiscrimination	9	9			
	Physics & Astronomy	Sexual Harassment Prevention & Nondiscrimination	19			19	
Social Ecology	Multiple Departments	Sexual Harassment, Discrimination Prevention & Response	10			10	
Social Sciences	Multiple Departments	Sexual Harassment Prevention & Response	100			100	
Student Affairs	Anteater Express	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	30			30	
	Anteater Express	Sexual Harassment Prevention & Response	26	26			
	Associated Students of UCI	Sexual Harassment Prevention & Response	6	1		5	
	Career Center	Who is OEOD? Sexual Harassment Prevention & Response	8			8	
	Center for Educational Partnership	Diversity: Communication Styles - Conflict Resolution	45			45	
	Center for Student Wellness and Health Promotion	Campus Diversity	6	6			
	Counseling Center	Who is OEOD? Sexual Harassment Prevention & Response	5			5	
	Greek Life	Sexual Harassment Prevention & Response	20			20	
	Housing	Sexual Harassment Prevention & Response	110			110	
	Housing	Diversity: Community Inclusivity	15			15	
	Housing	Professional Development & Campus Diversity	5	5			
	Housing	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	300			300	
	Housing (American Campus Communities)	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	100	100			

Appendix D
TRAINING AND EDUCATION PROGRAMS

Unit	Department	Presentation Title	Total	Staff	Faculty	Student	Other
Student Affairs (cont'd)	Housing (Mesa Court)	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	25	25			
	Housing (Middle Earth)	Sexual Harassment Prevention & Nondiscrimination	30	30			
	Housing (Middle Earth)	Sexual Harassment, Sexual Offense, Discrimination Prevention & Response	10			10	
	Housing (Middle Earth)	Sexual Violence Prevention & Response	5			5	
	Student Center and Event Services	Orientation & Professional Training (OPT) (7 out of 10 Sessions)	15	15			
	Student Center and Event Services	Workplace English (8 out of 10 Sessions)	10	10			
	Student Life and Leadership	Sexual Harassment Prevention & Nondiscrimination	25	1		24	
	Student Life and Leadership	Sex Offense Review Board Training	7	2		5	
	Student Life and Leadership	Responsible Employees, Reporting Sexual Violence & Sexual Harassment	15	15			
	The Hill Bookstore	Sexual Harassment, Sexual Violence Prevention & Response	26			26	
	The Hill Bookstore	Sexual Harassment, Sexual Violence Prevention & Response	7	7			
	The Hill Bookstore	Sexual Harassment, Sexual Violence Prevention & Response	28			28	
UCI	Multiple Departments (Chemistry, Pharmaceutical Sciences)	Sexual Harassment Prevention	40			40	
	Multiple Departments	Sexual Violence and Sexual Harassment Prevention & Response (Spanish)	35	35			
	Multiple Departments	Sexual Harassment & Sexual Violence (Spanish/English)	31	31			
	Multiple Departments	Sexual Harassment & Sexual Violence (Spanish/English)	40	40			
	Multiple Departments	Sexual Harassment & Sexual Violence (Spanish/English)	48	48			
	Multiple Departments	AB1825: Sexual Harassment Prevention & Nondiscrimination	4	2	2		
	Multiple Departments	AB1825: Sexual Harassment Prevention & Nondiscrimination	17	8	9		
	Multiple Departments	AB1825: Sexual Harassment Prevention & Nondiscrimination Life Theatre	113	113			
	Multiple Departments	AB1825: Sexual Harassment Prevention & Nondiscrimination Life Theatre	34	17	4		13
	Multiple Departments	AB1825: Sexual Harassment Prevention & Nondiscrimination Life Theatre	49	19	10		20
	Multiple Departments	AB1825: Sexual Harassment Prevention & Nondiscrimination	27	27			
	Multiple Departments	Campus Conversations: Creating an Accessible Environment for Students & Faculty with Disabilities	46	44		2	

Appendix D
TRAINING AND EDUCATION PROGRAMS

Unit	Department	Presentation Title	Total	Staff	Faculty	Student	Other
UCI (cont'd)	Multiple Departments	Campus Conversation: The Convoluted Native American Experience in California	35	28		7	
	Multiple Departments	Campus Conversation: Why Latino History Matters	48	20	3	25	
	Multiple Departments	Creating an Inclusive Campus Community	400			400	
	Multiple Departments	Diversity Development Program (10 Sessions)	40	40			
	Multiple Departments	Diversity in Medicine (10 Sessions)	77		5	72	
	Multiple Departments	Diversity in Medicine Leadership (4 Sessions)	15	2		13	
	Multiple Departments	Diversity & Intercultural Communications	32			32	
	Multiple Departments	Equal Opportunity Work Environment: Your Role as a Supervisor	15	15			
	Multiple Departments	Equal Opportunity Work Environment: Your Role as a Supervisor	15	15			
	Multiple Departments	Diversity Development Program Brown Bag: Japan Perspectives	11	11			
	Multiple Departments	Middle Eastern Americans	32	32			
	Multiple Departments	RECRUIT & Affirmative Action	16	15	1		
	Multiple Departments	RECRUIT & Affirmative Action	23	22	1		
	Multiple Departments	RECRUIT: Search Waivers	29	29			
	Multiple Departments	Religious Diversity & Discrimination	17	1		16	
	Multiple Departments	Sexual Harassment, Sexual Violence Prevention & Response for Resident Advisors	42			42	
	Multiple Departments	Sexual Harassment, Sexual Violence Prevention & Response	35	35			
	Multiple Departments	Sexual Harrasment, Sexual Violence Prevention & Response	68			68	
	Multiple Departments	Sexual Harassment Prevention & Response	12	12			

Appendices E & F & G

These tables are available for review in the Office of Equal Opportunity and Diversity during regular business hours.