




2017-2018 Annual Report



The University of California, Irvine, is committed to advancing inclusive excellence through affirmative action, equal opportunity and nondiscrimination in its programs and employment practices. The Office of Equal Opportunity and Diversity (OEOD) monitors and assists UCI units in their compliance with these objectives, in accordance with federal and state laws and regulations and University policies and procedures.

Each year, OEOD provides consultation to units regarding affirmative action, equal opportunity, sexual harassment prevention, sex offense reporting and response, and nondiscrimination practices; investigates and resolves complaints of discrimination, sexual harassment and sex offense; and educates members of our community on their responsibilities and opportunities to create an inclusive community for all who learn, live, and work at UCI.

Here are highlights from 2017-18:

- OEOD established the **Disability Infrastructure Work Group** to better address ADA-related issues.
- The nondiscrimination policy expanded to include Gender Transition Status.
- UCI created and implemented a new [Staff and Faculty Investigation and Adjudication Framework](#) to ensure greater transparency in the investigation, adjudication and appeal of sexual harassment and sex offense complaints.
- OEOD partnered with the Division of Continuing Education to develop a new certification program - **Translation and Interpreting Certification**, expected to launch Fall 2018.

As we move into 2018-19, I invite you to take steps to further engage in advancing inclusive excellence at UCI – through attendance at programs, networking with affinity groups, consulting with OEOD, or proposing a new initiative that ensures equal opportunity for all.

Kirsten K. Quanbeck
Associate Chancellor and Title IX Officer
Director, Office of Equal Opportunity and Diversity

OEOD Collaborations

Case Management Team

The Case Management Team (CMT) reviews all current reported sex offense incidents to ensure that the campus' institutional response is trauma-informed, timely and fair for all parties involved. Complainants and Respondents are provided with information about their rights, options, and resources. Within CMT's work, the term sex offense includes dating violence, domestic violence, sexual assault, stalking, and other prohibited behavior.

Coordinate Community Review Team

The Coordinated Community Review Team (CCRT) is responsible for a campus collaborative approach to preventing and addressing sex offenses. The CCRT serves in an advisory capacity to campus leadership and community members about best practices in policies, education, prevention and response to sex offenses.

Campus Climate, Culture and Inclusion

The Advisory Council on Campus Climate, Culture & Inclusion monitors and assesses the campus climate and makes recommendations to campus leadership for further improvement consistent with UCI values.

Disability Infrastructure Work Group

The Disability Infrastructure Work Group focuses on ensuring UCI meets its ADA obligations, leveraging the expertise of the team members to identify, prioritize, and implement initiatives that create a more accessible and inclusive environment at UCI for individuals with disabilities.

OEOD Functions

Discrimination/
Sexual Harassment/
Sex Offense Prevention &
Complaint Resolution
Equal Opportunity
Affirmative Action
ADA Compliance



In 2017-18, OEOD delivered 71 instructor-led training programs on diversity and University policies regarding affirmative action, discrimination, sex offense and sexual harassment prevention. The sessions reached 3,867 students, staff, and faculty across the campus and the UCI Medical Center.

The University of California mandates sexual violence/sexual harassment prevention training for all faculty, staff and students. At UCI, training options include in-person training, such as Life Theatre workshops, and online interactive training modules. The numbers below reflect the UCI compliance rates for meeting this requirement.

Training and Programs

Sexual Violence/Sexual Harassment Prevention Compliance Rates

A total of 15,478 students and 15,548 employees were in compliance with the sexual violence/sexual harassment training requirement.

100% New undergraduate Students

100% Graduate Students

89% Faculty and Supervisory Employees

78% Non-supervisory Employees

The table below illustrates each unit's compliance at the end of 2017-18 with mandatory sexual harassment/sexual violence prevention training for faculty and supervisors (AB1825) and non-supervisors.

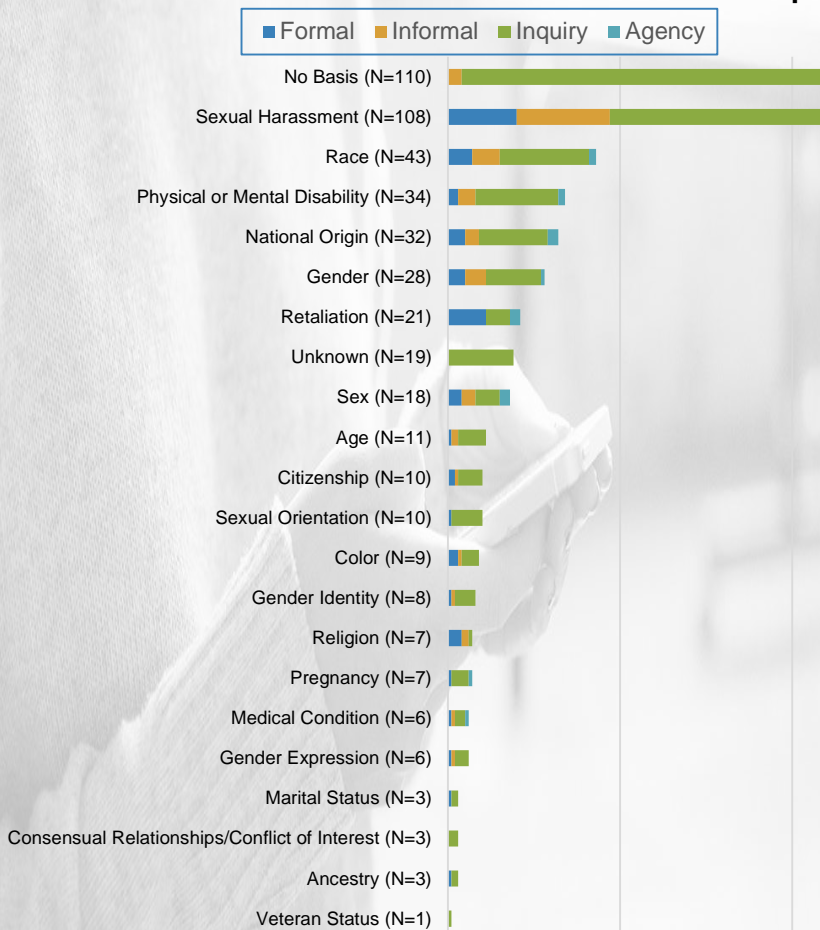
Sexual Harassment & Sexual Violence Prevention Training Compliance by Unit

Unit/School	Supervisory Total	Supervisory Percentage in Compliance	Non- supervisory Total	Non- supervisory Percentage in Compliance
Academic Affairs				
Arts	115	91%	98	89%
Biological Sciences	152	95%	331	81%
Business	131	79%	153	75%
Office of the Vice Provost for Teaching & Learning	59	85%	161	81%
Education	157	97%	133	96%
Engineering	178	77%	246	73%
Graduate Division	14	100%	37	78%
Humanities	287	90%	70	74%
ICS	112	83%	78	74%
Law	80	81%	126	74%
Library	69	99%	177	95%
Office of Academic Affairs	61	98%	120	85%
OIT	133	91%	272	78%
Physical Sciences	238	82%	291	78%
Social Ecology	90	92%	76	88%
Social Sciences	218	86%	131	73%
Division of Continuing Education	418	78%	285	89%
Student Affairs	270	93%	2562	73%
Division of Finance & Administration	181	98%	584	98%
Medical Center	450	90%	4829	74%
Chancellor's Office	164	98%	536	77%
Health Sciences	1095	90%	2478	83%
University Advancement	56	100%	119	97%
Research & Graduate Studies	87	95%	320	83%
Other (Title Code 4011)	4	100%	310	50%
UCI TOTAL	4819	89%	14523	78%

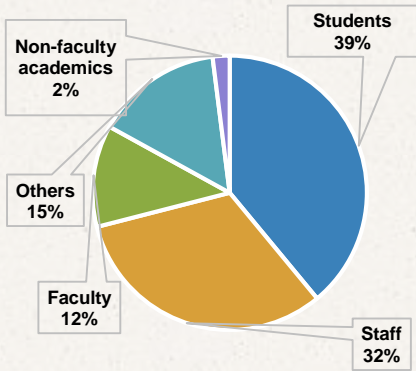
Discrimination and Harassment Complaints

During 2017-18, OED received 366 reports of discrimination and sexual harassment. Of these, 5% (N=18) were formally investigated, 14% (N=51) were informally resolved, 79% (N=290) were inquiries for information and consultation only, and 2% (N=7) were complaints filed with a State or Federal agency. The following chart shows the number and type of complaint for each basis. Each individual complaint may have alleged more than one basis.

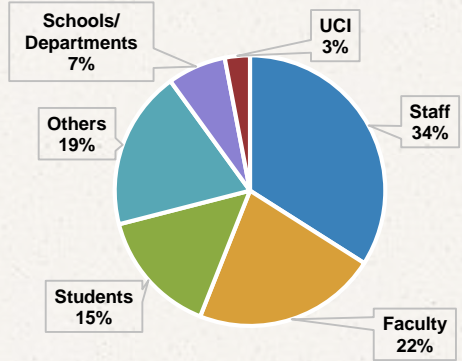
Basis of All Discrimination/Sexual Harassment Reports



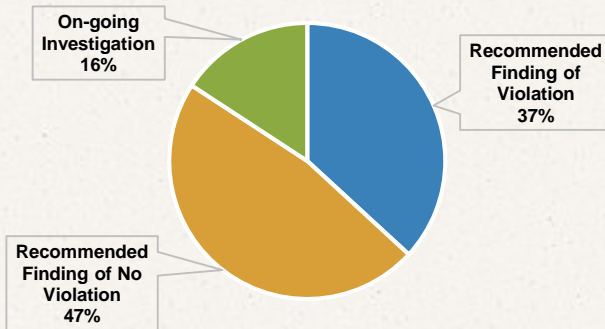
Complaints Brought By



Complaint Brought Against



Recommended Findings of Discrimination and Harassment Formal Complaints

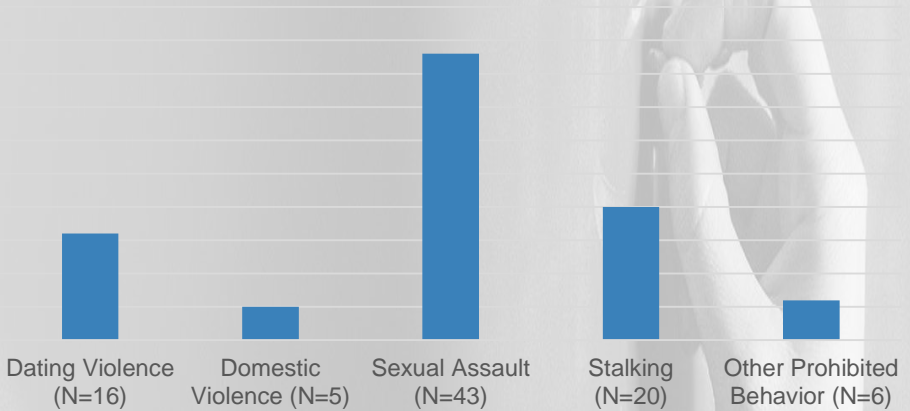


Sanctions for Respondents who violated policy included suspension, education/training, and relinquish or removal of emeritus status.

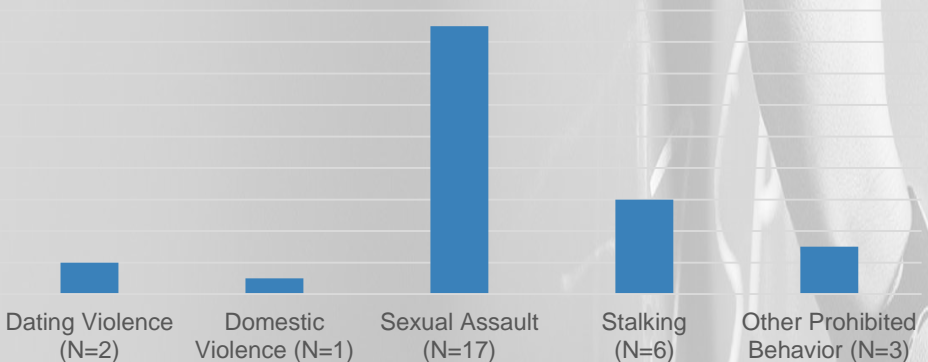
Sex Offense Reports

During this academic year, the Title IX Officer received **238** reported incidents of sex offenses involving UCI students, faculty and staff. Of these, **82** were referred or reported directly to OEOD for resolution. **Twenty-six** cases were formally investigated by OEOD; other reported incidents included those where complainants chose not to pursue an investigation, respondents were not affiliated with the University, or parties were unknown. In all cases, parties were connected to confidential services, and provided resources and interim and protective measures, as needed. Each individual complaint may have alleged more than one basis.

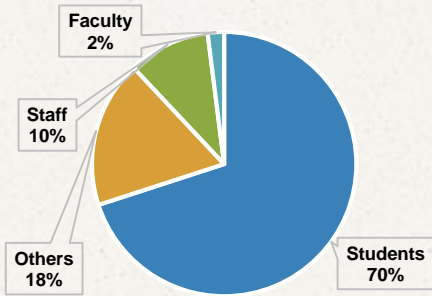
Basis of Sex Offense Reports to OEOD



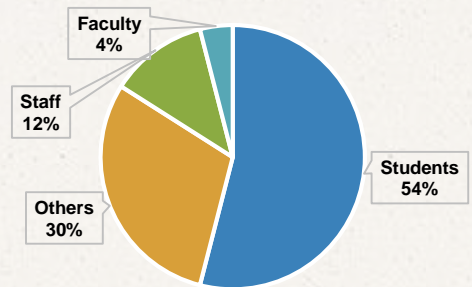
Basis of Formal Sex Offense Complaints



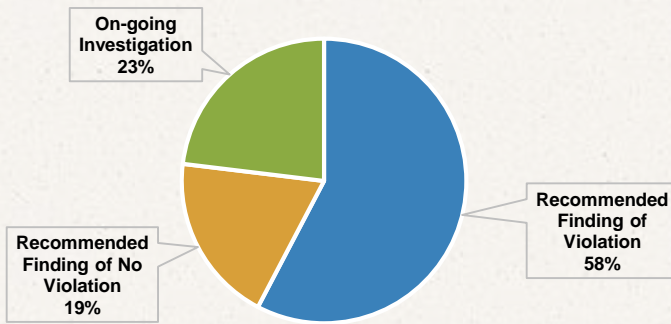
Complaints Brought By



Complaints Brought Against



Recommended Findings of Sex Offense Formal Complaints



Sanctions for Respondents who violated policy included termination, suspension, resignation, and disciplinary probation.

Refer to Appendix A for more details about agency and formal discrimination, harassment, and sex offense cases. Refer to Appendix B for more details about informally resolved discrimination and harassment complaints.

For the definition of the discrimination and harassment basis, go to <https://policy.ucop.edu/doc/4000376/DiscHarassAffirmAction>.

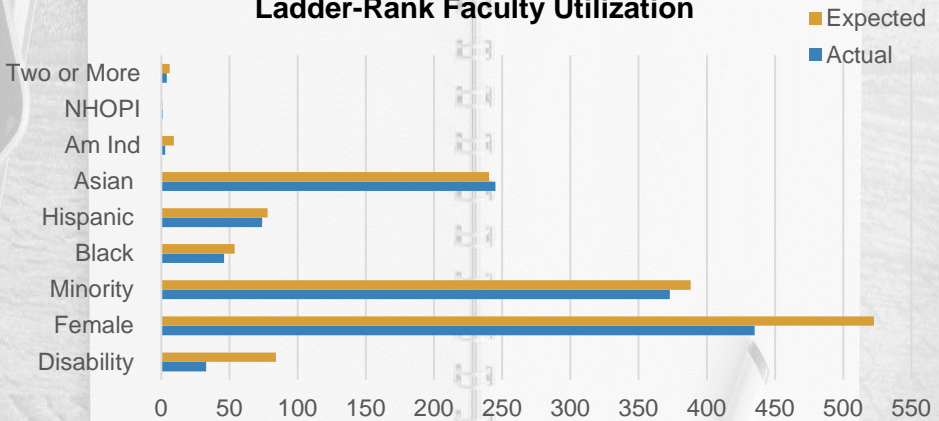
For the definition of the sex offense basis, go to <http://policy.ucop.edu/doc/4000385/SVSH>.

Affirmative Action

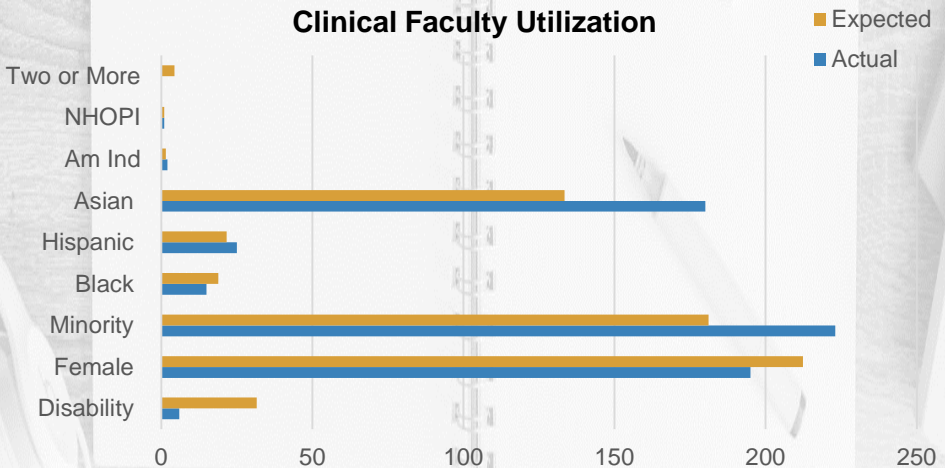
As a federal contractor, UCI is required to conduct an analysis of its workforce each year. The charts that follow reflect the actual and expected representation (utilization) of women, minorities, and individuals with disabilities* in the ladder-rank and clinical faculty and career staff workforces at the campuswide level as of October 31, 2017.

Representation differs by job group and by unit. These more detailed statistics are provided to unit leaders for action.

Ladder-Rank Faculty Utilization

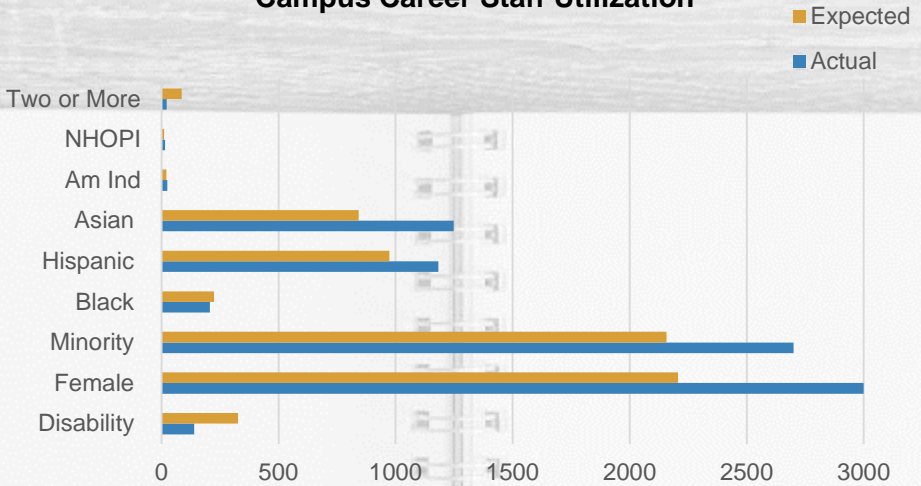


Clinical Faculty Utilization

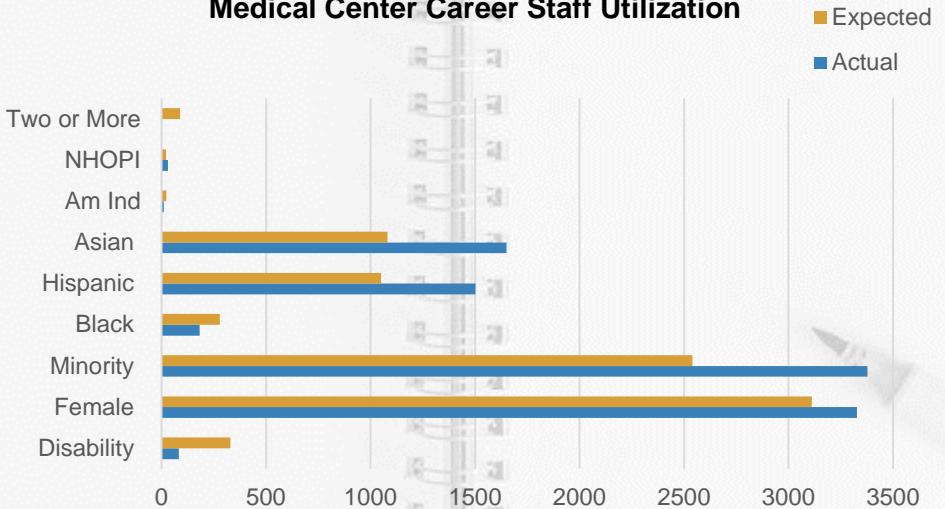


* Employees tend to underreport if they currently or formerly had a disability, resulting in greater disparity between the actual and expected representation.

Campus Career Staff Utilization



Medical Center Career Staff Utilization



NOTE: NHOPI = Native Hawaiian/Other Pacific Islander. "Two or more" includes people who identified with more than one of the racial/ethnic groups listed. Minority = all racial/ethnic groups except those who only indicated White/Caucasian or whose race/ethnicity is unknown.

Appendix A

Appendix - A

DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Recommended Findings	Sanction
Staff	Staff	Agency	Gender, Medical Condition, Pregnancy, Race, Retaliation, Sex	Intimidating, hostile or offensive conduct, Unequal treatment of an individual or group, Adverse Action, Retaliation	Agency took no action; Immediate right to sue issued	Not Applicable
Staff	Department	Agency	National Origin	Unequal treatment of an individual or group	Agency unable to conclude the information obtained establishes violations of the statutes; Immediate right to sue issued.	Not Applicable
Non-affiliate	UCI	Agency	National Origin	Unequal treatment of an individual or group	Pending agency response	Not Applicable
Non-affiliate	UCI	Agency	Race, Sex	Unequal treatment of an individual or group	Agency unable to conclude the information obtained establishes violations of the statutes; Immediate right to sue issued.	Not Applicable
Staff	UCI	Agency	Retaliation	Adverse Action	Pending agency response	Not Applicable
Staff	Staff; Staff	Agency	National Origin, Physical or Mental Disability, Retaliation	Intimidating, hostile or offensive conduct, Adverse Action, Retaliation	Pending agency response	Not Applicable
Staff	Staff; UCIMC; Staff; Staff	Agency	Physical or Mental Disability, Sex	Unequal treatment of an individual or group	Pending agency response	Not Applicable
Non-affiliate	Student	Formal	Domestic Violence	Bodily Injury or Fear of	No policy violation found	Not Applicable
Non-affiliate	Student	Formal	Sexual Assault, Sexual Harassment	Contact, Hostile Environment	Pending Office of Academic Integrity and Student Conduct Outcome	Pending
Staff; Non-affiliate	Faculty	Formal	Sexual Assault, Sexual Harassment	Contact, Penetration, Hostile Environment	Violation of Sex Offense Policy, Violation of Discrimination and Harassment Policy	Pending

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Recommended Findings	Sanction
Student	Staff	Formal	Religion	Non-accommodation	Violation of Discrimination and Harassment Policy (Guidelines)	Mutually Resolved
Staff	Non-affiliate	Formal	Sexual Harassment, Stalking	Hostile Environment, Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Violation of Discrimination and Harassment Policy, Violation of Sex Offense Policy	Termination
Student	Student	Formal	Sexual Assault, Sexual Harassment	Contact, Penetration, Hostile Environment	Pending Office of Academic Integrity and Student Conduct Outcome	Pending
Student	Student	Formal	Sexual Assault	Contact, Penetration	Pending Office of Academic Integrity and Student Conduct Outcome	Pending
Staff; Staff; Staff; Staff; Staff	Staff; Staff	Formal	Gender, Gender Identity, Sex	Unequal treatment of an individual or group	Respondent 1: Violation of Discrimination and Harassment policy Respondent 2: No policy violation found	Pending
Student	Student	Formal	Sexual Assault	Contact	Pending Office of Academic Integrity and Student Conduct Outcome	Pending
Staff	Staff	Formal	Gender, Gender Expression	Intimidating, hostile or offensive conduct, Unequal treatment of an individual or group	No policy violation found	Not Applicable
Student	Student	Formal	Sexual Assault, Sexual Harassment	Contact, Hostile Environment	No policy violation found	Not Applicable
Student; Student	Student; Student	Formal	Sexual Assault, Sexual Harassment	Contact, Hostile Environment	No policy violation found	Not Applicable

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Recommended Findings	Sanction
Non-affiliate	Faculty	Formal	Sexual Assault, Sexual Harassment	Contact, Hostile Environment	Violation of Sex Offense Policy, Violation of Discrimination and Harassment Policy	Pending
Staff	Staff; Staff; Staff	Formal	Retaliation, Sexual Harassment	Adverse Action, Hostile Environment	Investigating	Not Applicable
Student	Student; Student; Student	Formal	Retaliation, Sexual Assault	Retaliation, Contact, Penetration	Investigating	Not Applicable
Student	Faculty; Faculty; Faculty	Formal	Race, Retaliation	Intimidating, hostile or offensive conduct, Unequal treatment of an individual or group, Adverse Action	Investigating	Not Applicable
Student	Staff	Formal	Sexual Assault	Contact, Penetration	Investigating	Not Applicable
Student	Student	Formal	Other Prohibited Behavior, Sexual Harassment, Stalking	Without a person's consent, making photographs (including videos) or audio recordings, or posting, transmitting, or distributing such recorded material depicting that person's nudity or sexual acts in a place where that person has a reasonable expectation of privacy. Using depictions or nudity or sexual activity to extort something of value from a person, Hostile Environment, Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Investigating	Not Applicable
Student	Student	Formal	Sexual Assault	Contact, Penetration	Pending Office of Academic Integrity and Student Conduct Outcome	Pending

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Recommended Findings	Sanction
Non-affiliate	Staff	Formal	Sexual Harassment	Hostile Environment	No policy violation found	Not Applicable
Non-affiliate	Student	Formal	Dating Violence	Bodily Injury or Fear of	Investigating	Not Applicable
Student	Staff	Formal	Sexual Harassment, Stalking	Hostile Environment, Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Investigating	Not Applicable
Staff	Staff	Formal	Citizenship, Color, National Origin, Race	Intimidating, hostile or offensive conduct	Violation of Discrimination and Harassment Policy (Guidelines)	Education/training; Five-day suspension without pay
Staff	Staff	Formal	Retaliation, Sexual Assault, Sexual Harassment	Adverse Action, Contact, Penetration, Hostile Environment	No policy violation found	Not Applicable
Student	Student	Formal	Dating Violence, Sexual Harassment, Stalking	Bodily Injury or Fear of, Hostile Environment, Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Violation of Sex Offense Policy, Violation of Discrimination and Harassment Policy	Two-year suspension; Disciplinary probation; Supporting documents and follow-up meeting
Non-affiliate	Staff	Formal	Sexual Assault	Penetration	No policy violation found	Not Applicable
Staff	Staff	Formal	Retaliation, Sexual Harassment	Adverse Action, Hostile Environment	Violation of Sex Offense Policy	Resignation prior to termination
Student	Student	Formal	Sexual Assault, Sexual Harassment	Contact, Hostile Environment	Violation of Sex Offense Policy, Violation of Discrimination and Harassment Policy	Two-year suspension; Disciplinary probation; Supporting documents and follow-up meeting
Staff	Staff	Formal	Gender, Pregnancy, Sexual Harassment	Unequal treatment of an individual or group, Hostile Environment	Violation of Discrimination and Harassment Policy (Guidelines)	Two-day suspension without pay; education/training

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Recommended Findings	Sanction
Staff	Staff; Staff; Staff; Staff	Formal	Color, Gender, Marital Status, Medical Condition, National Origin, Physical or Mental Disability, Race, Religion, Retaliation, Sex	Intimidating, hostile or offensive conduct, Unequal treatment of an individual or group, Non-accommodation, Adverse Action, Retaliation	No policy violation found	Not Applicable
Staff	Staff	Formal	Sexual Harassment	Hostile Environment	Violation of Discrimination and Harassment Policy (Guidelines)	Pending
Student	Student	Formal	Other Prohibited Behavior, Stalking	Failing to comply with NCO, suspension, or any order of exclusion issued under these Guidelines, Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Violation of Sex Offense Policy	Two-year suspension; Disciplinary probation; Supporting documents and follow-up meeting
Student	Staff	Formal	Physical or Mental Disability, Retaliation	Intimidating, hostile or offensive conduct, Adverse Action	No policy violation found	Not Applicable
Non-affiliate	Faculty; department	Formal	National Origin	Unequal treatment of an individual or group	No policy violation found	Not Applicable
Student	Student	Formal	Sexual Assault	Penetration	Violation of Sex Offense Policy	Two-year suspension; Disciplinary probation; Supporting documents and follow-up meeting
Staff; Staff	Staff	Formal	National Origin, Race, Retaliation	Unequal treatment of an individual or group, Adverse Action	No policy violation found	Not Applicable
Non-affiliate	Staff	Formal	Age, Physical or Mental Disability, Race, Religion, Retaliation	Unequal treatment of an individual or group, Adverse Action	No policy violation found	Not Applicable

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DISCRIMINATION/SEXUAL HARASSMENT/SEX OFFENSE AGENCY AND FORMAL CASES

Complainant	Respondent	Complaint Type	Basis	Allegations	Recommended Findings	Sanction
Student	Student; Student; Student; Student	Formal	Ancestry, Citizenship, Color, National Origin, Race, Religion, Retaliation	Intimidating, hostile or offensive conduct, Adverse Action	No policy violation found	Not Applicable
Staff; Staff	Staff	Formal	Gender, Race	Intimidating, hostile or offensive conduct, Unequal treatment of an individual or group	Investigating	Not Applicable
Student	Student	Formal	Sexual Assault	Contact, Penetration	No policy violation found	Not Applicable
Faculty; Student	Faculty	Formal	Sex, Sexual Harassment	Intimidating, hostile or offensive conduct, Hostile Environment	Violation of Sex Offense Policy, Violation of Discrimination and Harassment Policy	Removal of name from school; Removal of name from endowed chairs; Retirement without emeritus designation
Non-affiliate	Student	Formal	Sexual Assault	Contact, Penetration	Violation of Sex Offense Policy	Three-year suspension; Disciplinary probation; Supporting documents and follow-up meeting
Non-affiliate	Student	Formal	Other Prohibited Behavior, Sexual Harassment	Without a person's consent, making photographs (including videos) or audio recordings, or posting, transmitting, or distributing such recorded material depicting that person's nudity or sexual acts in a place where that person has a reasonable expect, Hostile Environment	Violation of Sex Offense Policy, Violation of Discrimination and Harassment Policy	Three-year suspension; Disciplinary probation; Supporting documents and follow-up meeting
Staff	Staff	Formal	Sexual Harassment, Stalking	Hostile Environment, Repeated following, monitoring, observing, surveilling, threatening, communicating, or interfering with property	Violation of Discrimination and Harassment Policy, Violation of Sex Offense Policy	Termination

Appendix B

**Appendix B
DISCRIMINATION/SEXUAL HARASSMENT INFORMAL CASES**

Complainant	Respondent	Basis	Allegations	Resolution
Student	Student	Race	Unequal treatment of an individual or group	Informally resolved
Staff	Non-affiliate	Sexual Harassment	Hostile Environment	No follow through by Complainant
Student; Student	Student	Sexual Harassment	Hostile Environment	Informally resolved; No follow through by Complainant
Student	Department	Gender, Race	Unequal treatment of an individual or group	Informally resolved; Insufficient information
Student	Student	Sexual Harassment	Hostile Environment	Informally resolved; Provided Complainant with information, education, and resources
Student	Non-affiliate	No Basis	N/A	Provided Complainant with information, education, and resources; Referred to other department
Staff	Staff	Sexual Harassment	Hostile Environment	Complainant did not wish to file a complaint; informally resolved; Provided Complainant with information, education, and resources
Student; Student; Student	Staff	Sexual Harassment	Hostile Environment	Complainant did not wish to file a complaint; informally resolved; Provided Complainant with information, education, and resources
Student	Department	National Origin, Race	Unequal treatment of an individual or group	Complainant did not wish to file a complaint; Provided Reporting Party with information, education, and resources
Staff	Staff	Sexual Harassment	Hostile Environment	Informally resolved; Provided Complainant with information, education, and resources
Student; Student; Student	Student	Sex	Intimidating, hostile or offensive conduct	Complainant did not wish to file a complaint; informally resolved; Provided Complainant with information, education, and resources
Staff; Staff	Faculty	Sexual Harassment	Hostile Environment	Informally resolved; Provided Respondent with information, education, and resources
Student	Student; Student; Student; Student; Student; Student	Gender Expression, Gender Identity, Sexual Harassment	Intimidating, hostile or offensive conduct, Hostile Environment	Informally resolved; Provided Complainant with information, education, and resources; Referred to other department

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DISCRIMINATION/SEXUAL HARASSMENT INFORMAL CASES**

Complainant	Respondent	Basis	Allegations	Resolution
Faculty	Faculty	Gender, Sexual Harassment	Intimidating, hostile or offensive conduct, Hostile Environment	Informally resolved; Provided Complainant with information, education, and resources
Staff	Staff	No Basis	N/A	Informally resolved
Staff	Staff; Staff; Staff; Staff	Race	Intimidating, hostile or offensive conduct	Pending
Student	Faculty	Physical or Mental Disability	Unequal treatment of an individual or group	Informally resolved; Insufficient information
Staff	Staff	Gender	Unequal treatment of an individual or group	Informally resolved; No prima facie
UnkNown	Department	Religion	Non-accommodation	Informally resolved; Provided Complainant with information, education, and resources
Student	Staff	Race	Unequal treatment of an individual or group	Informally resolved; Provided Complainant with information, education, and resources
Student	Student; Student; Student	Race	Intimidating, hostile or offensive conduct	Informally resolved
Staff	Staff	Sexual Harassment	Hostile Environment	Informally resolved
Student	Faculty	Color	Intimidating, hostile or offensive conduct	Informally resolved
Student	Staff	Sexual Harassment	Hostile Environment	Informally resolved; Provided Respondent with information, education, and resources
Student; Student; Student	Faculty	Race, Sexual Harassment	Intimidating, hostile or offensive conduct, Hostile Environment	Informally resolved
Staff	Staff	Sex	Unequal treatment of an individual or group	Informally resolved; Provided Respondent with information, education, and resources
Faculty; Faculty	Faculty; Faculty	No Basis	N/A	Pending

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DISCRIMINATION/SEXUAL HARASSMENT INFORMAL CASES**

Complainant	Respondent	Basis	Allegations	Resolution
UnkNown	Staff	Sexual Harassment	Hostile Environment	Provided Respondent with information, education, and resources
Staff	Staff	Age, Medical Condition	Intimidating, hostile or offensive conduct	Informally resolved
Faculty	Staff	Sexual Harassment	Hostile Environment	Informally resolved
Staff	Staff	Race	Unequal treatment of an individual or group	Informally resolved
Non-affiliate	UnkNown	National Origin, Religion	Unequal treatment of an individual or group	Insufficient information
Staff; Staff	Staff	Sexual Harassment	Hostile Environment	Provided Respondent with information, education, and resources
Staff	Staff	Sexual Harassment	Hostile Environment	Informally resolved; Provided Complainant with information, education, and resources
Staff	Staff	Citizenship, National Origin	Intimidating, hostile or offensive conduct	Provided Respondent with information, education, and resources
Non-affiliate	Staff	Sexual Harassment	Hostile Environment	Informally resolved
Student	Faculty	Sexual Harassment	Hostile Environment	Complainant does not wish to file a complaint; informally resolved; Provided Complainant with information, education, and resources; Provided Respondent with information, education, and resources
Student	Student	Sexual Harassment	Hostile Environment	Informally resolved; Provided Respondent with information, education, and resources
Student; Student; Student	Faculty	Sexual Harassment	Hostile Environment	Provided Reporting Party with information, education, and resources
Student	Staff	Physical or Mental Disability	Non-accommodation	Referred to other department
Student	Department	Gender, Sex	Unequal treatment of an individual or group	Informally resolved; Provided Respondent with information, education, and resources

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DISCRIMINATION/SEXUAL HARASSMENT INFORMAL CASES

Complainant	Respondent	Basis	Allegations	Resolution
Student; Student	Student	Gender, Sexual Harassment	Intimidating, hostile or offensive conduct, Hostile Environment	Provided Respondent with information, education, and resources
Student; Student; Student; Student	Student	Sexual Harassment	Hostile Environment	Informally resolved
Staff	Staff; Staff	Age, Sex	Intimidating, hostile or offensive conduct	Complainant does not wish to file a complaint a complaint
Student	Student	Sexual Harassment	Hostile Environment	Informally resolved; Provided Respondent with information, education, and resources
Student	Faculty	Gender, National Origin, Physical or Mental Disability	Intimidating, hostile or offensive conduct	Provided Respondent with information, education, and resources
Non-affiliate	Faculty	Sexual Harassment	Hostile Environment	Conducted department training; Provided Respondent with information, education, and resources
Staff	Faculty	Sexual Harassment	Hostile Environment	Informally resolved; Provided Respondent with information, education, and resources
Student	Faculty	Sexual Harassment	Hostile Environment	No follow through by Complainant; Provided Respondent with information, education, and resources
Student	UCI	Physical or Mental Disability	Non-accommodation	Informally resolved; Referred to other department
Staff	Staff	Sexual Harassment	Hostile Environment	Informally resolved; Provided Respondent with information, education, and resources
Student	Staff	Physical or Mental Disability	Non-accommodation	Informally resolved