

Handling Sexual Harassment at the Institutional level

The UCI logo is centered on the slide. It features the letters "UCI" in a bold, dark blue, sans-serif font. Below the letters, the tagline "Bright Past. Brilliant Future." is written in a smaller, dark blue, sans-serif font. The entire logo is set against a light blue, stylized background that resembles a sunburst or a flower with multiple overlapping petals. This central graphic is itself centered on a solid dark blue background.

UCI

**Bright Past.
Brilliant Future.**

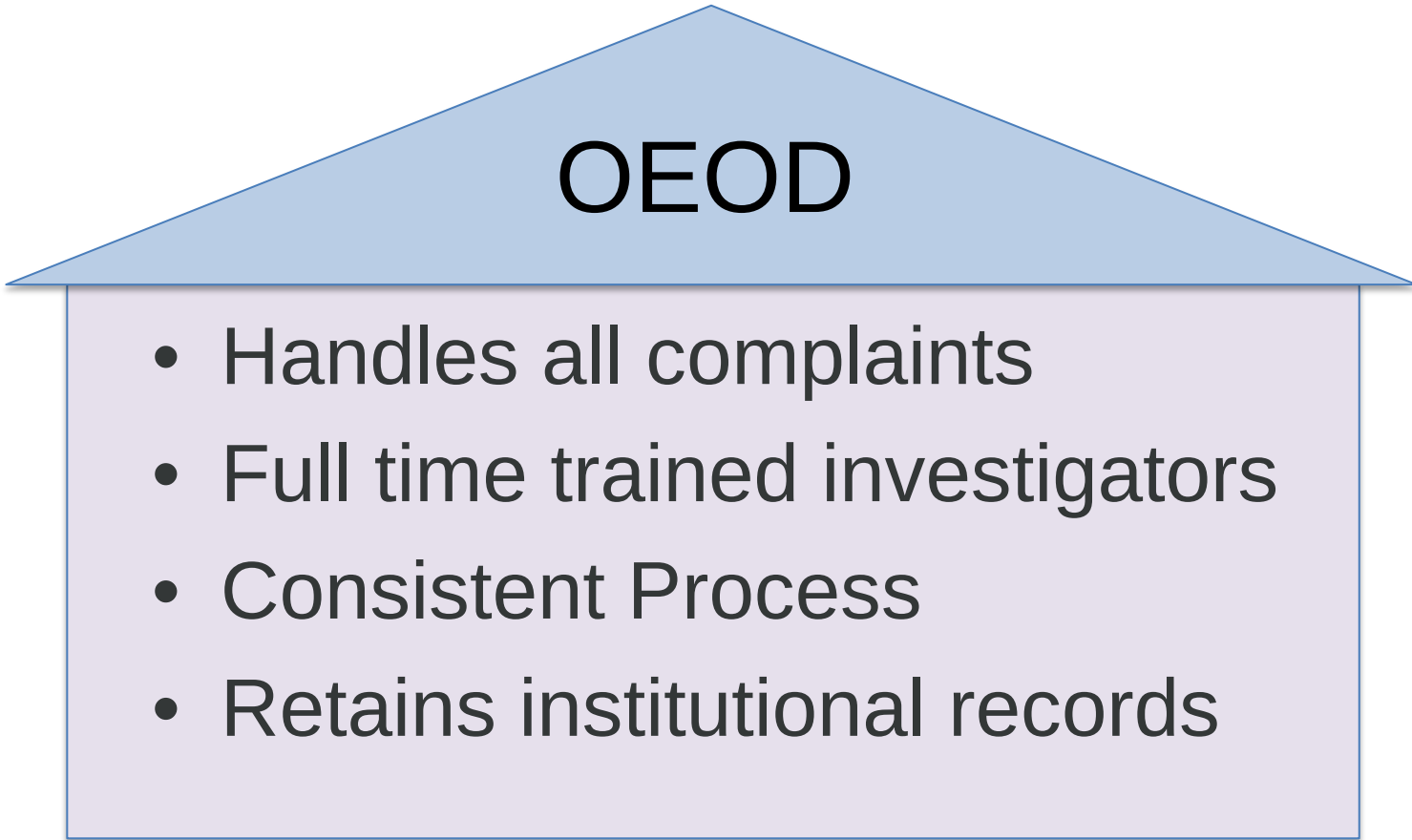
Diane O'Dowd, VP Academic Personnel

June 20, 2017

Practices to increase effectiveness of response to sexual harassment

1. Complaint Process
2. Resources
3. Adjudication

1. Complaint Process: One-Stop-Shop



OEOD

- Handles all complaints
- Full time trained investigators
- Consistent Process
- Retains institutional records

2. Resources

- CARE Advocate
- Respondent Services Coordinator
- Equity Advisor

3. Adjudication: Faculty

Finding of Policy Violation



VP Academic Personnel



Early Resolution



Privilege & Tenure



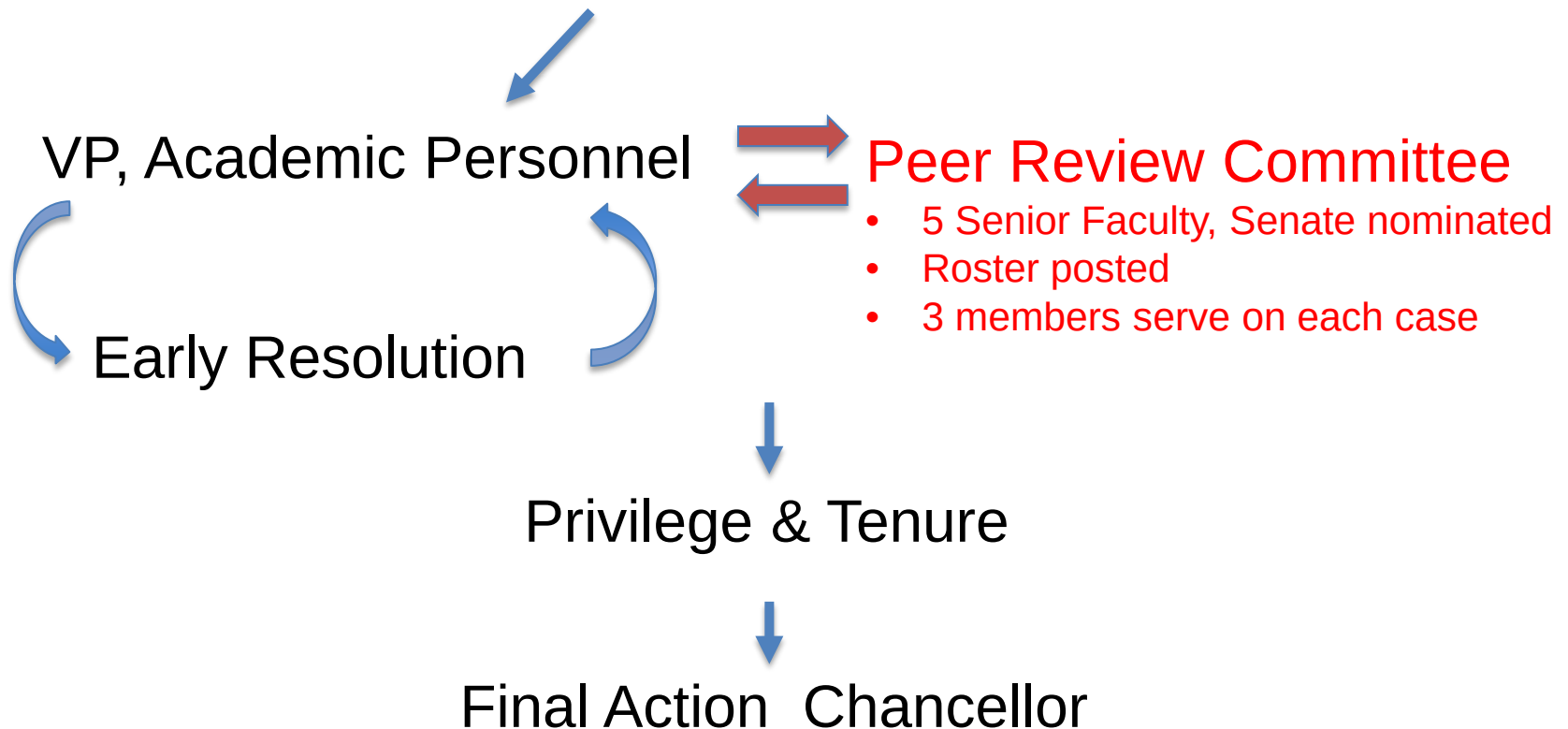
Final Action Chancellor (or President)

Problems

- Not consistent
- Not transparent
- No faculty involvement

3. Adjudication: Faculty 2017

Finding of Policy Violation



PRC Principles Followed in Determining Appropriate Disciplinary Sanctions

1. Protect complainant and others who could be directly or indirectly affected
2. Communicates that UCI takes seriously the importance of maintaining a safe environment for all in which to work and learn
3. Commitment to education, which extends to respondent

Questions?