



2019

Annual Security and Fire Safety Report

For the UC Davis Campus and UC Davis Health



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This report is issued on for UC Davis and UC Davis Health in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998 (Clery Act), 20 USC §1092(f), Title 34 U.S. Code of Federal Regulations § 668.46, and California Education Code, § 67380-67385.

Nondiscrimination Statement

The University of California, in accordance with applicable Federal and State law and University policy, does not discriminate on the basis of race, color, national origin, religion, sex, gender identity, pregnancy,¹ physical or mental disability, medical condition (cancer related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services.² The University also prohibits sexual harassment. This nondiscrimination policy covers admission, access, employment, and treatment in University programs and activities. Inquiries regarding the University's student-related nondiscrimination policies may be directed to Chief Compliance Officer Wendi Delmendo; wjdelmendo@ucdavis.edu; (530) 752-9466.

¹ Pregnancy includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth.

² Service in the uniformed services includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services.

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UC Davis publishes an Annual Security and Fire Safety Report, which includes important information about safety and security policies implemented to protect the welfare of our campus community. The report provides crime statistics for the previous three years regarding crimes that occurred on campus; in certain off-campus buildings or property owned, leased, or controlled by the University; and contains information about fire safety policies and procedures. The report is available on the [UC Davis Clery website](#). Links to the report are available on both the UC Davis [Police Department](#) and [Safety Services](#) websites. You may obtain a printed copy of the report by sending an email request to PublicRecords@ucdavis.edu or a written request addressed to the Information Practices Officer, Office of the Campus Counsel, University of California, Davis, One Shields Avenue, Davis, California 95616.



Campus Crime and Safety

UC Davis is committed to protecting the safety and security of all students, staff, faculty, and visitors to our campus; and to providing accurate and complete information regarding crimes committed in the campus community. We believe that our policies and programs for preventing and reducing crime, and our emergency notices, timely warnings, and disclosure of crimes reported, promote a safer and informed community. Please take time to read this information and, if you have questions, contact the identified resources for assistance.

The UC Davis Police Department

UC Davis Police Department officers are duly sworn peace officers under Section 830.2 of the California Penal Code. The department's 50 officers are armed and have the same authority under the law as municipal police officers. UC Davis police officers patrol the Davis campus and UC Davis Health 24 hours a day, 365 days a year. They enforce applicable local, state, and federal laws; arrest violators; investigate and suppress crime; investigate traffic and bicy-

cle accidents; and provide a full range of police-related services, including immediate response to all medical and fire emergencies. The 911 Public Safety Answering Point (PSAP) communication center operates 24 hours a day, 365 days a year, and can receive calls from TDD machines.

The Department also employs unarmed non-sworn Protective Service Officers at the Primate Center to provide on-site security, as well as approximately 120 non-sworn student Cal Aggie Hosts who perform security-related functions on campus. The Protective Service Officers and Aggie Hosts perform observe and report functions, and do not have powers of arrest. The UC Davis Police Department has created a Security Division within the Police Department, which includes a Security Director responsible for drafting security policies and improving campus security through security assessments, security cameras, and access controls.

Safety is a top priority at UC Davis, and the University offers Aggie Guardian as an additional personal safety tool for members of the campus community. The application provides a virtual safety escort, eyewitness reporting, and

911 access. The application is monitored 24/7 by the campus Public Safety Dispatch Center. The UC Davis Police Department provides information about the application to students and their families during Orientation. Information about the application is available on the [UCDPD website](#).

The UC Davis Police Department also offers Safe Rides. The Safe Rides service is available to anyone who prefers an alternative to walking alone or in a small group at night. Those using the service are given a ride in a clearly marked security vehicle or are escorted on foot by an Aggie Host Security Officer. All drivers have a valid California driver's license and are trained Aggie Host Security personnel who have been background checked, fingerprinted, and are in compliance with the California DMV pull system. Additionally, each employee of this program has completed a "Safe Driver Awareness" course administered by UC Davis Staff Development and Professional Services. More information about the Safe Rides program is available on the [UCDPD website](#).

UCDMC offers Safety Escorts on nights and weekends to those who call their dispatch ((916) 734-2555), and has a shuttle service Monday-Friday.

Crime prevention and apprehension of those who commit crimes at the UC Davis campus and UC Davis Health are the Police Department's primary goals. To achieve these goals, the Police Department works closely with surrounding law enforcement agencies, and has written agreements with city, county, and other state police agencies.

Reporting Crimes and Emergencies

All crimes occurring on campus or at UC Davis Health should be reported immediately to the UC Davis Police to ensure an appropriate response. The UC Davis Police Department has primary jurisdiction over the University of California, Davis campus and UC Davis Health in Sacramento. The University strongly encourages victims to report immediately all incidents or any suspicious activity to the UC Davis Police, any time of the day or night. Crimes occurring off-campus should be reported immediately to the law enforcement agency having jurisdiction.

Crimes can be averted and suspects apprehended more quickly if suspicious activity is reported promptly. If someone's behavior or a situation is disturbing, threatening, or causing a disruption, call the UC Davis Police Department. The police will assess the situation and take any necessary and appropriate action.

Emergencies

To report a crime in progress, or police, fire, or medical emergencies on campus or at UC Davis Health:

- If calling campus police from a cell phone, call (530) 752-1230 (Davis campus); or (916) 734-2555 (UC Davis Health). We encourage you to program this as a one-touch number on your phone (if you dial 911 from some cell phones it may take longer to connect your call and determine your location).
- If calling from any land-line phone on the UC Davis campus or at UC Davis Health, including pay phones, dial 911 (this will connect you directly to the UC Davis Police Department's Public Safety Dispatch Center).

On the UC Davis campus or at UC Davis Health, if you dial 911 from a land-line phone; or use one of the emergency callboxes in the UC Davis arboretum, the West Village bike tunnel, or a yellow emergency telephone located throughout UC Davis Health; the dispatcher or operator can locate the phone from which you are calling and will dispatch a police officer. If there is a fire and no telephone is available, activate one of the fire alarms located throughout campus and UC Davis Health.

Non-Emergencies

To receive assistance for a non-emergency:

- If calling from a cell phone or land-line phone, call the UCD Police Department at (530) 752-1727 (Davis) or (916) 734-3841 (UC Davis Health).
- The UC Davis Police Department is located in the Fire/Police Building at 625 Kleiber Hall Drive. Requests for services at UC Davis Health can be made at the Police Department located in Lot 7, at V and 42nd Streets.

Anonymous Reporting Process

While UC Davis encourages victims to report all crimes to the police, there may be times when an individual does not want to be identified in a report. In those cases, crimes may be reported anonymously so they are included in the annual crime statistics. Individuals seeking advice or filing anonymous reports about harassment or discrimination may also contact the Harassment and Discrimination Assistance and Prevention Program through their anonymous call line at (530) 747-3865.

Campus Security Authorities (CSAs) who are notified of crimes can inform the police of the victim's identity only if

the victim consents to being identified. If the victim does not consent, the CSA will report all other relevant details about the crime to the UC Davis Police Department, but will withhold the victim's identity.

UC Davis encourages licensed counselors (including Sexual Assault and Domestic Violence Victim Advocates) and pastoral (religious) counselors to inform those they counsel, if and when they deem it appropriate, of the procedures for reporting crimes on a voluntary, anonymous basis for inclusion in crime statistics.

Reporting Hate Crimes

A hate crime is any criminal act or attempted criminal act directed against a person(s), public agency, or private institution based on the victim's actual or perceived race, national origin, religion, sexual orientation, disability, or gender identity; or because the person, agency or institution is identified or associated with a person or group of an identifiable race, national origin, religion, sexual orientation, disability, or gender identity. A hate crime includes

an act that results in injury, however slight; a verbal threat of violence that apparently can be carried out; an act that results in property damage; and property damage or other criminal act(s) directed against a private or public agency.

Crimes routinely classified as misdemeanors can be felonies if committed because of bigotry. A conviction cannot be based on speech alone, unless the speech itself threatens violence against a specific individual or group and the perpetrator has the ability to carry out the threat. If you are the victim of or witness to a hate crime, report it as soon as possible to the UC Davis Police Department.

Emergency Alerts, Timely Warnings, and Daily Crime Logs

Emergency Alerts and Warnings

Both the Davis and Sacramento campuses use the WarnMe system to alert students, faculty, and staff of emergency or other urgent situations that may affect well-being.

In an emergency on the Davis campus, the UC Davis Police Chief, Fire Chief, Director of Strategic Communications, Director of Emergency Management and Mission Continuity, or their designees are authorized to activate the WarnMe system and determine the content of the message. When possible and consistent with campus policy, they will consult with Strategic Communications regarding the content of the message before distribution.

In an emergency on the Sacramento campus, UC Davis Police, UC Davis Telecom Operators, UC Davis Hospital Emergency Preparedness and Security Administrator, or their designees are authorized to activate the WarnMe system and determine the content of the message. When possible and consistent with campus policy, they will consult with Public Affairs and Marketing regarding the content of the message before distribution.

In the event of an emergency, the University will notify affected members of the campus community, taking into account the safety of the community unless issuing a notification will, in the professional judgment of the Police Chief, Fire Chief, or their designees, compromise efforts to assist a victim(s) or to contain, respond to, or otherwise mitigate the emergency. Messages are sent by multiple methods to contact information listed in the campus directory as well as confidential contact information registered by users. The system can send simultaneous messages to the University community by e-mail, telephone, cell phone, and text messaging.





Notifications may be sent to specific groups of individuals if the emergency is isolated to specific campus locations.

Students receive a notice about the WarnMe system in their main registration tool (SISWeb), and whenever a student's contact information is out of date they receive an alert about updating their information in the student records tool within their myucdavis site. To update contact information for emergency alerts and warnings, students, faculty, and staff should use the [UC Davis WarnMe](#) site. Although the alert system is designed to provide lifesaving information to those in harm's way, the system includes a community feature where anyone can register to receive alerts. The system complements other UC Davis communications including the Web (UC Davis homepage and Facebook, and Aggie Family Pack for parents), the Emergency Status Line (530) 752-4000, and news media (KFBK 1530 AM and other news media).

For more information, see the brochure on [emergency communication](#).

Managing Emergencies

UC Davis/UC Davis Health has a comprehensive emergency management program under the guidance of a full-time Director of Emergency Management and Mission Continuity/Emergency Preparedness and Security Administrator. It includes a formal emergency operations plan for preparing for, responding to, and recovering from emergencies. Every UC Davis/UC Davis Health department is required to develop and maintain an emergency action plan that includes response protocols and a department evacuation plan. UC Davis/UC Davis Health uses an emergency operations center/hospital command center to coordinate response to major emergencies, and trains employees to staff the center.

UC Davis main and Sacramento campuses regularly conduct training sessions and emergency exercises, including table top exercises, field exercises, and tests of the WarnMe system to assess and evaluate the emergency plans and the capabilities of the campus to respond to an emergency. Strategic Communications for the Davis campus publicizes

information about testing of the WarnMe and Aggie Alert system a few days prior to the test, including information about how to register for the alerts. Generally at the Sacramento campus, Public Affairs and Marketing will publish information on *The Insider* prior to conducting the test.

Tests on the Davis and Sacramento campuses are typically performed twice per year and some units perform their own internal tests to stay current on use of the system. UC Davis and UCDMC are part of a regional and statewide emergency management system, and are in compliance with state and federal standards for managing emergencies. See information available on the Safety Services [website](#). The most recent test of WarnMe occurred on April 24, 2019, and was announced in advance to the community.

UC Davis conducted its most recent annual Event and Crisis management team (ECMT) tabletop exercise on Friday, September 13, 2019. A community announcement was not made in advance of the training. The 2019 ECMT annual exercise focused on testing systemwide guidance related to air quality index levels impacting university operations. The matrix is used to respond to air quality issues on any UC campus. The second scenario focused on a measles outbreak on the Davis campus and included representation from Yolo County Health and Human Services. The discussion focused on how the campus would respond to an outbreak necessitating changes in policies that require students and staff to provide proof of MMR vaccination to attend classes or work. The exercise increased understanding of ECMT and emergency management protocols associated with response to a campus emergency that may affect operations, students, faculty, staff, and parents at UC Davis.

Timely Warnings

The UC Davis Police Department promptly publicizes any incident of criminal activity that poses a potential serious or continuing threat to the Davis campus or UC Davis Health through a timely warning, maintaining identifying information of the victim in confidence. Bulletins are sent to the campus community by email and can be accessed online (see Alerts box on the left side of the [Police website](#) home page).



The UC Davis Police Department has an e-mail-based Crime and Incident Alert Notification Service by which students, faculty, staff, parents, and any member of the general public can be notified when an Alert is issued. Anyone with a ucdavis.edu email is automatically added to the timely warning emails and cannot opt out unless they are no longer associated with the University. Non-affiliates may subscribe to the Alert Notification Service, by sending an e-mail to sympa@ucdavis.edu. In the body of the message, type "sub ucdavispolice <<your first name your last name>>." For example, a parent named James Bond would subscribe by sending the following message: sub ucdavispolice James Bond. For questions, contact the UC Davis Police Department's Crime Prevention Unit, (530) 752-6589 or crimeprevention@ucdavis.edu.

The Watch Commander on any given shift is responsible for determining when a timely warning should be sent, based on whether the crime report represents an ongoing threat to the campus community, and if the issuance of a timely warning would hinder further investigation. The content of the warning includes all information that would promote safety and aid in the prevention of similar crimes. In the case of a reported hate crime, the warning will include general information about the crime, but generally will not include a picture or report of any slur so as not to further promote the hate crime. The Administrator on Duty reviews all planned timely warnings before distribution.

UCDPD relies on the timely reporting of crimes in order to issue timely warnings. Campus security authorities (CSAs)

receive periodic notifications by email reminding them of their responsibility to notify campus police immediately, or as soon as practicably possible, if they receive information about a violent crime, sexual assault, or hate crime that was committed on or adjacent to the campus, on a non-campus property owned or controlled by the University, or at a recognized student organization; so that the UCDPD is able to send out timely warnings as needed. Emergency and non-emergency contact information for the UCDPD, both at the campus and the Medical Center, is provided in that notification. CSAs are told that if a victim has not consented to being identified that they must withhold the victim's identity from the police, as well as the identity of the alleged assailant if known. However, CSAs are asked to provide the UCDPD with enough information (when, what, where, etc.) about the incident to enable them to determine whether there is a potential threat to the community that requires a timely warning.

Daily Crime Logs

UC Davis Daily Crime Logs for the past two years are available at the offices of the UC Davis Police Department (main campus station is located at 625 Kleiber Hall Drive and UC Davis Health substation is located at 4200 V Street, Sacramento). Daily Crime Logs for the previous 60 days are available [online](#).

Campus Safety Precautions

Providing security to the campus community is a continuous process of reevaluating existing policies, facilities, and practices so that they meet to the changing needs of the community and reduce or eliminate hazards. To supplement the efforts of the UCD Police Department, several committees and programs exist, or are developed on an as-needed basis, to evaluate existing practices, facilities, and landscaping and make security recommendations. Working with staff, faculty, and students, we strive to make UC Davis a safe place in which to live and learn.

Access to and Maintenance of Campus Buildings and Grounds

UC Davis is a large campus, situated on 5,500 acres. During the school year, our daily population of over 55,000 students, staff, and faculty makes us a small city in itself with its own crime problems. The nature of the study, service, and research conducted at UC Davis and UC Davis Health requires that many of our buildings and facilities be open and accessible 24 hours a day. Since the campus and UC Davis Health are open, many individuals find it easy to access the buildings and grounds and some may engage in criminal activity. So, regardless of time, day or night, no matter where you are on the Davis or Sacramento campuses, be alert, aware of your surroundings, and use common-sense safety precautions.



Buildings, facilities and landscaping are maintained in a manner that minimizes hazardous conditions. UC Davis Police Officers regularly patrol the campus and report malfunctioning lights or other unsafe physical conditions to facilities management authorities for correction. In addition, UC Davis encourages reports of physical hazards (for example, broken stairs, overgrown shrubs, or a missing traffic sign) to [Facilities Management](#).

Residential Buildings

UC Davis provides housing to more than 6,500 students, from apartments designed for students with children to multi

-student apartment complexes and residential buildings. The UC Davis Police, Student Housing staff, and apartment managers for on-campus private housing, work together to create safer, more comfortable, living and learning environments for students. The security of residential areas involves on-duty residence hall staff, apartment managers, Cal Aggie Hosts Security Patrol/Safety Escort services, and round-the-clock UC Davis Police patrols. However, residents must also take an active role to ensure their own security. Most residence halls are accessible only by key or key card 24 hours a day, and residents and visitors must ensure that locked buildings stay closed and locked. You should not allow people you do not know to follow you into the building. Other safety measures include keeping your room or apartment door locked; always carrying your keys; taking precautions to protect your keys against theft or loss; and immediately reporting any theft/loss of your building or room keys.

If you notice improper entry (e.g., someone climbing over a fence) or suspicious activity (e.g., a stranger leaving your friend's room carrying his or her computer), alert residence hall staff and the UC Davis Police.

Non-Residential Buildings

Our campus has over 1,100 buildings comprising almost 8 million square feet. Burglars or others intent on crime may target these structures. Although most buildings can be accessed by key after business hours, certain facilities are locked and alarmed after 5:00 p.m. It is essential that staff, faculty, and students cooperate to keep closed facilities locked. To prevent unauthorized entrance to campus buildings, do not prop doors open, leave doors unlocked, or open the door for people you do not know. In addition, protect the security of campus keys, and report immediately any loss or theft of keys.

Parking, Biking, or Walking on Campus

If you park on campus, lock your vehicle and consider using a steering wheel locking device and/or auto alarm. Place all valuables in your trunk or in another location where they will not be visible when viewed from the outside. Similarly, always lock your bicycle, even if you will be gone only a few minutes, and secure it to a fixed bike rack/pod if possible. If you are out at night on campus or walking to campus parking lots, use the Safety Escort Service. Most important, if you need assistance, do not hesitate to ask any staff member, Cal Aggie Host, or Police Officer.

Weapons on Campus

State law and University policy prohibit the possession or use of weapons on University property. It is a felony punishable by up to four years in prison to possess any firearm on University property, whether in a book bag, in the car, or in an office, classroom, or apartment. Possessing a concealed weapon or automatic weapons of any kind is illegal, whether on campus or in the community. Campus policies prohibit bringing weapons such as knives with blades longer than 2 ½ inches, switchblades, dirks, daggers, stun guns, BB-guns, air guns, metal knuckles, nun chaku, or similar items, on campus.

If you see a gun or other weapon on University property, please alert the police immediately at (530) 752-1230 (Davis campus) or (916) 734-2555 (UC Davis Health), with a description of the location of the weapon and the individual carrying it. If you believe that the weapon is being used or is about to be used, dial 911 from a land-line, or from a cell phone, dial either (530) 752-1230 (Davis campus) or (916) 734-2555 (UC Davis Health).



Safety Education and Crime Prevention Services and Programs

Crime Prevention

Crime prevention is the anticipation, recognition, and the appraisal of a crime risk and the initiation of action to remove or reduce it. The UC Davis Police Department Crime Prevention Unit provides support and services to campus community members to make UC Davis a safer place to work, learn, and live. The Crime Prevention unit presents an average of 75 to 100 workshops/training sessions for students and employees annually (on request), and publishes and distributes thousands of copies of brochures and flyers for students, faculty, and staff on topics such as personal safety, office and residential security, burglary and theft prevention, and vehicle security. The Crime Prevention unit provides consultation and crime prevention audits on request; may assist in developing department-specific emergency plans for evacuations, bomb threats, and criminal incidents; and may give crime prevention input in the planning process for new buildings, and in landscaping design and maintenance.

Center for Advocacy, Resources and Education

The Center for Advocacy, Resources and Education (CARE) provides violence intervention and prevention services to the UC Davis campus and UC Davis Health. Intervention services, including confidential crisis counseling, advocacy and accompaniment services, are available to any UC Davis student, faculty, or staff who have experienced sexual assault, sexual harassment, intimate partner violence, or stalking. CARE adheres to the [UC Davis non-discrimination policy](#), providing services regardless of gender, sexual orientation, ethnicity, or any other identity. Prevention services include educational programming and professional training for campus and community partners, including students and student staff, professional staff in various departments, administrators, law enforcement, medical professionals, community service providers, and prosecutors. CARE staff also facilitate various mandatory education programs for incoming students, student athletes, and fraternity and sorority members. Additionally, CARE educates the campus and UC Davis Health communities about available services and violence prevention via marketing, social networking, printed materials, and other outreach efforts.

Additional information regarding CARE services is described in *Sexual Violence*, below.

Bike Patrol Unit

Bike Patrol officers provide highly visible and accessible policing services, focusing their efforts on bike theft prevention and apprehension, bicycle safety, and enforcement.

Aggie Host Security Officers Program

The Aggie Host Security Officers Program provides a wide range of services for events held on campus, including line control, ticket taking, contraband control, ushering, and limited crowd control. Aggie Hosts also operate the Safety Escort Service as part of Student Patrol. You can call (530) 752-1727 for an escort from 5:30 p.m. to 3:00 a.m. seven nights a week. Aggie Hosts patrol the parking structure at the Memorial Union at night and on weekends to reduce vandalism and provide security for nighttime users of the structure.

Missing Persons Notification Policy

UC Davis takes the safety and welfare of our students very seriously. To that end, each student living in a campus housing facility has the opportunity to register the name and contact information of a person he or she would like notified if the student is determined to be missing and cannot be located through reasonable outreach and investigation. Missing person contact information is registered confidentially and is accessible only to authorized campus officials in the event of a missing person investigation.

Missing persons can be reported to housing staff within the specific student housing area, or directly to the UC Davis Police. Housing authorities will notify UC Davis Police immediately in the event any resident student is discovered to be missing. The UC Davis Police Department will take any missing persons report without delay, regardless of jurisdiction. A missing person report will be given investigative priority over non-emergency property crimes.

When an officer receives a report of a missing person, the officer will determine the category of missing person and complete a report. The reporting officer will ensure that the appropriate information is entered into the California and National Missing Persons database. The UC Davis Police Department will inform local law enforcement within 24 hours that a student is missing.

The reporting UC Davis Police Officer will also ensure notification is made to the student's emergency contact, if available, within 24 hours of the initial report. If the missing person is under 18 and not emancipated, UC Police will notify a custodial parent or guardian, within 24 hours of the initial report.



Sexual Violence

Overview of Policies

The University of California is committed to creating and maintaining a community where all individuals who participate in University programs and activities can work and learn together in an atmosphere free of harassment and violence. The University prohibits sexual violence, including sexual assault, dating violence, domestic violence, and stalking; such behavior violates University policy and may also violate the law (see Appendix A for the UC systemwide policy and Appendix B for the UC Davis policy).

UC Davis takes all complaints of sexual violence very seriously. The safety and well-being of our students, faculty, and staff are among the University's highest priorities. Anyone who has been affected by sexual violence, whether on or off campus, is encouraged to utilize the support services listed in this section.

The following definitions apply to University policies regarding sexual violence and sexual harassment:

- Complainant: a person alleged, in a report to the Title IX Officer, to have experienced prohibited conduct.
- Confidential Resources: employees who receive information about prohibited conduct in their confidential

capacity include CARE advocates, Ombuds, licensed counselors in student counseling centers and in employee assistance programs, any persons with a professional license requiring confidentiality (including health care employees but excluding campus legal counsel), or someone who is supervised by such a person. (See list of UC Davis Confidential Resources in Appendix B.)

Designation as a "Confidential Resource" only exempts a person from reporting to the Title IX office but not from other mandatory reporting obligations under UC CANRA (Child Abuse and Neglect Reporting Act) Policy, the Clery Act as a Campus Security Authority (CSA), and other policies or laws that require reporting to campus or local law enforcement, or Child Protective Services.

- Consent: is affirmative, conscious, voluntary, and revocable. Consent to sexual activity requires of each person an affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person to ensure they have the affirmative consent of the other to engage in the sexual activity. Lack of protest, lack of resistance, or silence do not, alone, constitute consent. Affirmative consent must be ongoing and can be revoked at any time during sexual activity.

The existence of a dating relationship or past sexual relations between the persons involved should never by itself be assumed to be an indicator of consent (nor will subsequent sexual relations or dating relationship alone suffice as evidence of consent to prior conduct).

The respondent's belief that the Complainant consented does not provide a valid excuse where:

- ▶ the respondent's belief arose from the respondent's own intoxication or recklessness;
 - ▶ the respondent did not take reasonable steps, in the circumstances known to the respondent at the time, to ascertain whether the Complainant affirmatively consented; or
 - ▶ the respondent knew or a reasonable person should have known that the Complainant was unable to consent because the Complainant was incapacitated, in that the Complainant was asleep or unconscious, unable to understand the fact, nature, or extent of the sexual activity due to the influence of drugs, alcohol, or medication, or unable to communicate due to a mental or physical condition.
- Location: any University of California campus, the Lawrence Berkeley National Laboratory, Medical Centers, the Office of the President, and Agriculture and Natural Resources.
 - Preponderance of the Evidence: standard of proof that requires that a fact be found when its occurrence, based on evidence, is more likely than not.
 - Prohibited Conduct
 - ▶ Relationship Violence: includes both dating violence and domestic violence and is defined as physical violence toward the Complainant or a person who has a close relationship with the Complainant (such as a current or former spouse or intimate partner, a child or other relative); or intentional or reckless physical or non-physical conduct toward the Complainant or someone who has a close personal relationship with the Complainant that would make a reasonable person in the Complainant's position fear physical violence toward themselves or toward the person with whom they have the close relationship, that is by a person who is or has been in a spousal, romantic, or intimate relationship with the Complainant, or who shares a child with the Complainant, *and* that is part of a pattern of abusive behavior by the person toward the Complainant. Physical violence is physical conduct that intentionally or recklessly threatens the health and safety of the recipient of the behavior, including assault. Patterns of abusive behavior may consist of or include non-physical tactics (such as threats, isolation, property destruction, abuse of pets, economic control, displaying weapons, degradation, or exploitation of a power imbalance). The nature of the relationship between the Complainant and respondent is determined by the length and type of relationship, and the frequency of interaction between them. Conduct by a party in defense of self or another is not Relationship Violence under this Policy. If either party asserts that they acted in defense of self or another, the Title IX Officer will use all available relevant evidence to evaluate the assertion, including reasonableness of the defensive actions and which party is the predominant aggressor.
- ▶ Sexual Assault—Contact: Without the consent of the Complainant, intentionally touching the Complainant's intimate body part (genitals, anus, groin, breast, or buttocks); making the Complainant touch another or themselves on any intimate body part; or touching the Complainant with one's intimate body part, whether the intimate body part is clothed or unclothed. As this definition encompasses a broad spectrum of conduct, not all of which constitutes sexual violence, the Title IX Officer must sometimes determine whether an allegation should be charged as sexual violence or sexual harassment.
 - ▶ Sexual Assault—Penetration: Without the consent of the Complainant, penetration, no matter how slight, of the Complainant's mouth by a penis or other genitalia; or the Complainant's vagina or anus by any body part or object.
 - ▶ Sexual Assault—Contact and Sexual Assault—Penetration are aggravated when they include overcoming the will of complainant by force (the use of physical force or inducing reasonable fear of immediate or future bodily injury), violence (the use of physical force to cause harm or injury), menace (a threat, statement, or act showing intent to injure), duress (a direct or implied threat of force, violence, danger, hardship, or retribution that is enough to cause a reasonable person of ordinary sensitivity, taking into account all circumstances including age

and relationship, to do or submit to something that they would not otherwise do), or deliberately causing a person to be incapacitated (through drugs or alcohol). Sexual Assault—Penetration and Sexual Assault—Contact are also aggravated when they include intentionally taking advantage of the other person’s incapacitation (including voluntary intoxication) or recording, photographing, transmitting, or distributing intimate or sexual images without the prior knowledge and consent of the parties involved.

- ▶ Sexual Harassment: unwelcome sexual advances, unwelcome requests for sexual favors, and other unwelcome verbal, nonverbal or physical conduct of a sexual nature when a person’s submission to such conduct is implicitly or explicitly made the basis for employment decisions, academic evaluation, grades or advancement, or other decisions affecting participation in a University program (Quid Pro Quo). Sexual harassment also includes conduct that is sufficiently severe, persistent, or pervasive that it unreasonably denies, adversely limits, or interferes with a person’s participation in or benefit from the education, employment or other programs and services of the University, and creates an environment that a reasonable person would find to be intimidating or offensive (Hostile Environment).

Consideration is given to the totality of the circumstances in which the conduct occurred. The policy is implemented in a manner that recognizes the importance of the rights to freedom of speech and expression and will not be interpreted to prohibit expressive conduct that is protected by the free speech and academic freedom principles discussed in Section III.F of the UC Sexual Violence and Sexual Harassment Policy (Appendix A).

- ▶ Stalking: repeated conduct directed at a Complainant (e.g. following, monitoring, observing, surveilling, threatening, communicating or interfering with property), of a sexual or romantic nature or motivation, that would cause a reasonable person to fear for their safety, or the safety of others, or to suffer substantial emotional distress. Stalking of a non-sexual nature is addressed by other University policies, including but not limited to the [Policy on Student Conduct and Discipline Section 102.10](#).

- ▶ Other Prohibited Conduct includes invasion of sexual privacy; sexual intercourse with a person under the age of 18; exposing one’s genitals in a public place for the purpose of sexual gratification; and failing to comply with the terms of a no-contact order, a suspension of any length, or any order of exclusion issued under the Policy.

- Respondent: a person alleged, in a report to the Title IX Officer, to have engaged in prohibited conduct.
- Responsible Employee: any University employee who is not a confidential resource and who receives, in the course of employment, information that a student (undergraduate, graduate, or professional) has suffered sexual violence, sexual harassment, or other prohibited behavior must promptly notify the Title IX Officer or designee. This includes Resident Assistants, Graduate Teaching Assistants, and all other student employees, when disclosures are made to any of them in their capacities as employees.

In addition, the following who, in the course of employment, receive a report of prohibited conduct from any other person affiliated with the University must notify the Title IX Officer or designee, including: Campus Police; Human Resource Administrators, Academic Personnel, and Title IX Professionals; Managers and Supervisors including Deans, Department Chairs, and Directors of Organized Research Units (ORU); and faculty members.

- Retaliation: an adverse action against a person based on their report or other disclosure of alleged prohibited conduct to a University employee or their participation in the investigation, reporting, remedial, or disciplinary processes provided for in the University’s Sexual Violence and Sexual Harassment Policy. An adverse action is conduct that would discourage a reasonable person from reporting prohibited conduct or participating in a process provided for in this Policy, such as threats, intimidation, harassment, and coercion. Retaliation does not include good faith actions lawfully pursued in response to a report of prohibited conduct.

Obtaining Support, Assistance, Resources, and Referrals

CARE provides confidential support and assistance to victims of sexual harassment and sexual violence, including sexual assault, intimate partner violence, and stalking. The CARE Advocate can provide individual crisis counseling, and will accompany victims as desired during evidentiary



exams, interviews by law enforcement or University investigators, student judicial proceedings, court hearings, and other proceedings associated with their assault or abuse. In addition, the CARE Advocate serves in an advocacy role for the interests and needs of the victim, and will discuss options and procedures regarding academic assistance, housing, safety, transportation, employment, and medical and counseling needs. With respect to academic matters, the CARE Advocate serves as liaison between the victim and instructors, departments, and dean's offices to make necessary arrangements for accommodations. The CARE Advocate also serves as liaison for issues of housing and safety, and will assist in changing on-campus housing if necessary. A CARE Advocate can explain the availability of, and provide assistance with, orders of protection, University no contact orders, and/or restraining orders. These services are available regardless of whether the victim chooses to report to the University, campus police, or local law enforcement.

The CARE Advocate will refer victims as necessary to other resources, including support groups, individual psychological counseling, and outside agencies. Additional rape crisis

services are available in Yolo County through Empower Yolo in Woodland (crisis line: (530) 662- 1133). Sacramento is served by WEAVE (Women Escaping A Violent Environment), crisis line (916) 920-2952. A comprehensive list of resources available to victims of sexual violence can be found at the [Sexual Violence Prevention and Response website](#).

Consulting with CARE will not lead to an official report to the police or the University. Victims may choose to report an incident to law enforcement at any time, with or without the assistance of the CARE Advocate. The CARE Advocate will provide information about reporting, can assist with filing a police report within any jurisdiction, and can assist with reporting to the University if the victim chooses to do so. (See *Reporting Sexual Assault, Domestic Violence, Dating Violence, and Stalking*, below.)

If a victim of sexual assault reports an incident directly to the UC Davis Police Department, the department will contact a CARE Advocate as soon as the victim contacts the police to ensure the victim has an advocate present during the investigative interview. In cases of dating violence, do-



mestic violence, and stalking, the UC Davis Police Department will ensure that the victim knows they have a right to have an advocate present during the investigative interview. As noted above, a CARE Advocate is available regardless of whether individuals choose to report the assault to law enforcement.

Victims can contact CARE by calling (530) 752-3299 or (916) 734-3799.

Notice of Rights & Options

Any student, faculty, or staff member who reports sexual or gender violence, including sexual assault, domestic or dating violence, or stalking, whether the offense occurred on or off campus, is provided with a written explanation of their rights and options (Appendix C). This written explanation identifies existing counseling, health, mental health, advocacy, legal assistance, visa and immigration assistance, and other services available for victims, both within the institution and in the community; and describes options for available assistance in; and how to request changes to academic, living, transportation, and working situations or protective measures. UC Davis will make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the incident to UC Davis Police or local law enforcement. A CARE Advocate

can provide assistance in arranging for additional support services or accommodations.

Seeking Medical Attention and Preserving Evidence

Regardless of whether the incident is reported to the police, it is important to seek immediate medical attention, even if there is no evidence of serious injury. In cases of sexual assault, a medical examination is important to check for sexually transmitted diseases or other infection/injuries, and for pregnancy. A CARE Advocate can help victims find an appropriate medical provider.

The University encourages vic-

tims to preserve all physical evidence; the Sexual Violence Support Services and Reporting Options brochure (Appendix C) includes information about the timing and preservation of evidence. To preserve evidence, individuals should not change clothes, bathe or shower, brush their teeth or use mouthwash, comb their hair, or take other action to clean up before going to the hospital. If individuals feel they may have been administered drugs to facilitate an assault, it is best to wait to urinate until reaching the hospital where a urine sample can be collected. If the incident of sexual violence happened within 5 days, individuals, if they choose, may be eligible to have an evidentiary exam in order to collect evidence of the assault.

A CARE Advocate and a police officer will accompany victims to the exam if they consent. Usually, law enforcement approves the exam for evidentiary purposes; however, if a victim is not sure they want to report the assault to the police, they may be eligible for an exam as specified by the Violence Against Women Act (VAWA). A VAWA exam may allow victims to have evidence collected while it is still possible, and give them some time to think about whether to report the crime.

Please note that neither the UC Davis Student Health & Wellness Center nor Sutter Davis Hospital conduct evidentiary exams. These exams are provided by the Bridging Evidence Assessment & Resources (BEAR) program in Sacramento. If a sexual assault has happened in the last 5 days,

please call the emergency, on-call CARE Advocate at (866) 515-0155 to speak about the option of obtaining an evidentiary exam.

Victims/survivors of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, pictures, logs or other copies of documents that may be useful to University investigators or police.

Reporting Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Individuals have the right to choose whether they want to report an incident of sexual violence to the University, to local law enforcement agencies, or to both. Individuals also have the right not to file a report. If a complainant decides they would like to report an incident, they are encouraged to file a report as soon as possible. Delays in reporting may make gathering evidence more difficult, which may in turn affect criminal prosecutions and University investigations. A CARE Advocate can explain the options and procedures associated with filing a report and will assist complainants in notifying the appropriate police agency and/or the University should the complainant choose to do so. Please note that reporting an incident is a separate step from choosing to participate in prosecution. When an individual files a report, they are not obligated to participate in legal or University proceedings. A decision to participate or not participate in such proceedings can be made at any time.

Individuals can report an incident of sexual harassment or sexual violence to the University by contacting the [Harassment & Discrimination Assistance and Prevention Program](#) (HDAPP) at (530) 747-3864, or by submitting a report online at <http://ocpweb.ucdavis.edu/svsh/public/report-form.cfm>. A CARE Advocate can help schedule the meeting and accompany the reporter when making the report to HDAPP.

Any person who has been the victim of a sexual assault, domestic violence, dating violence, or stalking or anyone who has witnessed such a crime is encouraged to immediately report the incident to the law enforcement agency having jurisdiction over the case. If the incident occurred on the main campus or at the UC Davis Health System, the UC Davis Police Department may be reached by calling 911 or (530) 752-1230 (Davis campus); (916) 734-2555 (UC Davis Health). A CARE Advocate can help schedule the meeting and accompany the reporter when making the report to the Police.

Regardless of where the incident occurred, complainants of sexual violence may access confidential support and advocacy services from CARE. Complainants may choose to access CARE services even if they do not wish to make a formal report to law enforcement or the University.

Administrative Handling of Sexual Assault, Domestic Violence, Dating Violence, and Stalking

UC Davis responds to reports of sexual assault, dating violence, domestic violence, and stalking through the University's Sexual Violence and Sexual Harassment (SVSH) policy. The process is designed to ensure a fair and impartial process from initial investigation through to the final result. Full copies of the University of California and UC Davis policies can be found in Appendices A and B, respectively.

Whether someone chooses to report an incident or not, they are encouraged to contact CARE, where all intervention services are confidential, free, and available to any UC Davis student, staff, or faculty. If the complainant chooses to make a formal report to the University, the CARE Advocate can arrange for the complainant to meet with someone from HDAPP. The complainant may also choose to report directly to HDAPP without the assistance of the CARE Advocate. The HDAPP representative will explain the UC Davis administrative procedures for responding to complaints of sexual violence. Staff from HDAPP and CARE will also help with any accommodations that may be needed.

A CARE Advocate can discuss protective measures that may be considered and assist with obtaining such measures as:

- Orders of protection, no contact orders, restraining orders, or similar lawful orders issued by criminal or civil courts.
- Creating a plan to limit or prevent contact between the complainant and the other person. This may include making changes to class, work situations, transportation, or housing arrangements for the complainant or the respondent, regardless of whether the crime is reported to campus police or local law enforcement.
- Taking steps to increase the complainant's sense of safety and security while they continue with classes, work and other activities.

UC Davis will maintain the confidentiality of accommodations or protective measures to the greatest extent possible.

Depending upon the circumstances of the case, the University may consider other interim measures. If the respondent is a student and if the circumstances warrant it, the University may decide that an interim suspension is necessary.

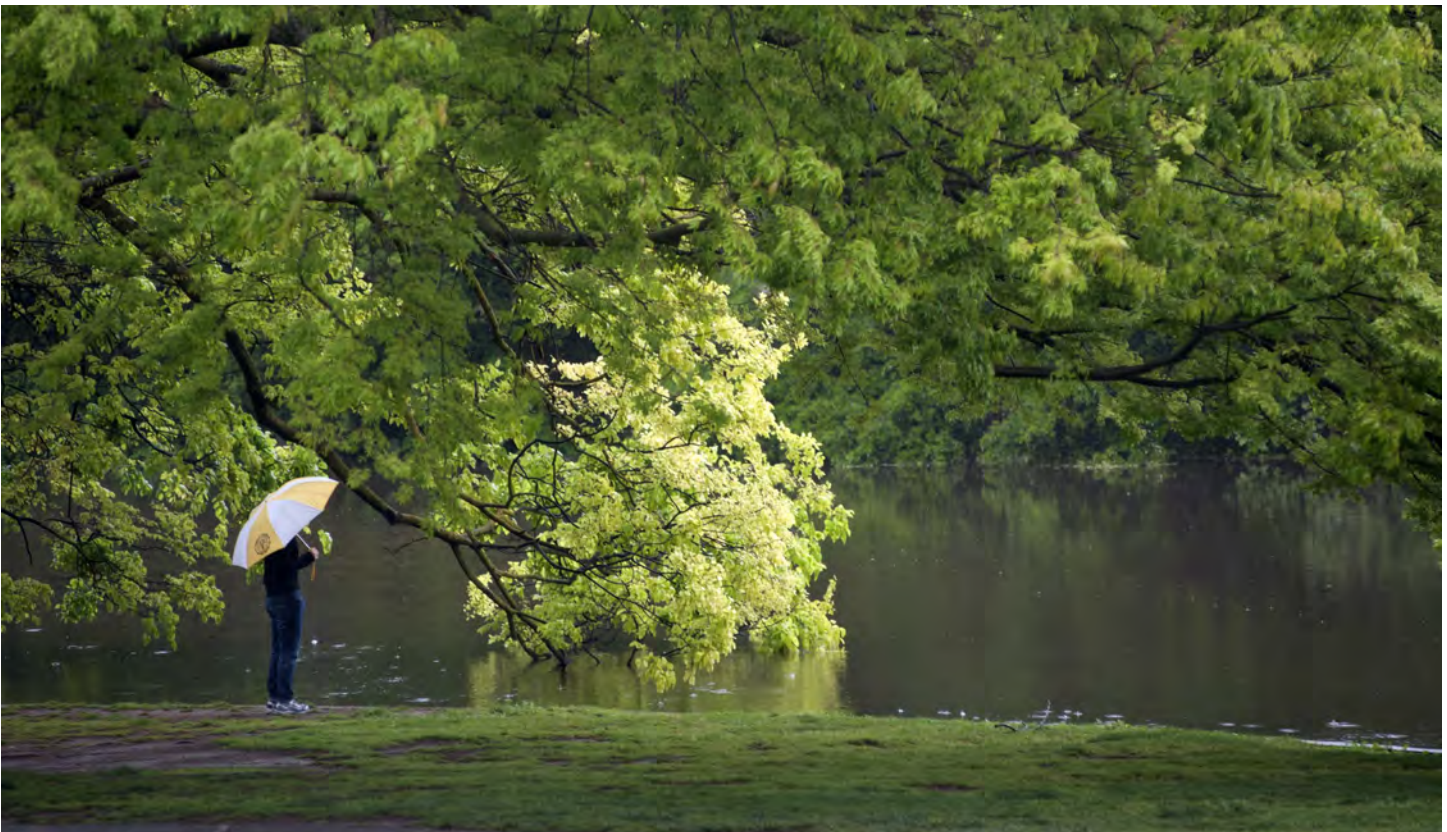
After meeting with HDAPP, a complainant's report is reviewed by the Title IX Officer to determine whether the report on its face alleges an act of prohibited conduct covered by the Sexual Violence and Sexual Harassment policy; whether there is sufficient information to carry out a resolution process; and whether the complainant is willing to participate in a formal resolution process. If these conditions are met, the Title IX Officer will initiate either a Formal Investigation or the Alternative Resolution process. These processes are discussed in more detail in the next sections. If the conditions are not met, the Title IX Officer will still, when appropriate, take steps to stop the reported conduct, prevent its escalation or recurrence, and address its effects. Such steps may include, for example, offering resources and supportive measures to the complainant and providing targeted preventive education, including to the respondent, and training programs.

Alternative Resolution

After an initial assessment of the alleged facts, the Title IX Officer may – if the complainant and respondent agree – begin an Alternative Resolution process. Alternative Resolution is a structured yet flexible, voluntary, binding, remedies-focused process for resolving complaints of prohib-

ited conduct as an alternative to a Formal Investigation. Alternative Resolution seeks to stop potential prohibited conduct, prevent its recurrence, and meet the needs of the complainant, without a determination of whether the respondent violated the SVSH Policy. Alternative Resolution may include, among other responses, separating the parties; providing for safety; referring the parties to counseling; referral for disciplinary action; an agreement between the parties; and conducting targeted preventive education and training programs. The Title IX Officer is responsible for overseeing the process, including determining whether it is appropriate in individual cases; determining the form it will take, in consultation with the parties; and coordinating a response, when appropriate, with other University offices.

Participation in the Alternative Resolution process is voluntary, meaning both the complainant and respondent must agree to participate. The Alternative Resolution process is typically completed within 30 to 60 business days. Once the parties have agreed to the terms of an Alternative Resolution, the University will not conduct a Formal Investigation unless the Title IX Officer determines that the respondent failed to satisfy the terms of the Alternative Reso-



lution, or that the Alternative Resolution was unsuccessful in stopping the prohibited conduct or preventing its recurrence.

Formal Investigation

If a Formal Investigation is warranted, the Title IX Officer will appoint a University investigator. Investigators receive annual training on issues related to sexual assault, domestic violence, dating violence, and stalking; and how to conduct an investigation that protects the safety of complainants and promotes accountability. Both the complainant and the respondent will be notified of the charges and investigation, and each will have the same rights during it, including, but not limited to, the right to:

- 1) be accompanied by an adviser and a support person of their choice at any stage of the process, and
- 2) be simultaneously informed in writing of the outcome of the investigation.

Investigators apply a preponderance of evidence standard to determine responsibility. The UC Sexual Violence and Sexual Harassment Policy (Appendix A) describes procedures to ensure a full, fair, and impartial investigation.

The University investigator will meet separately with the complainant and respondent, and other potential witnesses, to gather information. Neither a complainant nor witness in an investigation of sexual violence will be subject to disciplinary sanctions for a violation of the relevant University conduct policy at or near the time of the incident, unless the violation placed the health or safety of another at risk; involved plagiarism, cheating, or academic dishonesty; or was otherwise egregious. The complainant and the respondent will have the opportunity to receive information about the evidence gathered and identify questions for the investigator to pose. When the fact-gathering portion of the investigation is complete, the investigator will prepare and submit a report that includes their findings of fact and a determination on whether the respondent has violated University policy. Where the respondent is a student, the University issues a preliminary determination.

Both parties are informed simultaneously of the findings of fact and determination, typically within 60 to 90 days of the initiation of the investigation. If the respondent is an employee and there was a finding of a policy violation, the matter will be referred to the appropriate office for appropriate action. If the respondent is a student, the report is forwarded to the Director of the Office of Student Support and Judicial Affairs (OSSJA), who reviews the investigation

report and, if there was a finding of a policy violation, proposes an appropriate sanction. The complainant and the respondent each have an opportunity to contest the investigator's policy findings and, if there was a finding of a violation of policy, provide input to the Director of OSSJA on potential sanctions. If either party contests the investigator's findings as to whether the policy was violated, a Hearing Officer will be appointed and a fact-finding hearing will be held in accordance with [PACAOS – Appendix E: University of California Sexual Violence and Sexual Harassment Student Investigation and Adjudication Framework](#).

After the completion of the fact-finding hearing, the Hearing Officer issues their decision on whether the Sexual Violence and Sexual Harassment Policy was violated and, if so, the Director of OSSJA determines an appropriate sanction. Both the complainant and respondent have the opportunity to appeal, on specific grounds, the Hearing Officer's decision and, if applicable, the sanction assigned by OSSJA. If submitted, the appeal is reviewed by an Appeal Officer who then issues a decision that upholds the findings and sanctions; overturns the findings or sanctions; or modifies the findings or sanctions. The Appeal Officer's decision is final and there are no further rights to appeal.

Disciplinary sanctions for students found in violation of the UC Davis Sexual Violence and Sexual Harassment Policy can include but are not limited to:

- Dismissal
- Suspension
- Exclusion from areas of campus or official University functions
- Loss of privileges and/or exclusion from activities
- Restitution
- Probation
- Censure/Warning; and/or
- Other actions as set forth in University policy and campus regulations.

Sexual Assault – Penetration, Relationship Violence, or Stalking violations result in suspension for at least two calendar years absent exceptional circumstances. Sexual Assault – Contact violations result in a minimum one year suspension absent exceptional circumstances. A finding that conduct constituting Sexual Assault – Penetration or Sexual Assault - Contact was aggravated will result in a minimum sanction of suspension for two years.

UC Davis staff or faculty members may be subject to disciplinary action following an investigation into allegations of

sexual harassment or sexual violence under applicable personnel policies or collective bargaining agreements. Possible sanctions the University may impose on faculty/staff will depend on the nature of the violation and may include:

- Written reprimand in personnel file
- Reduction in salary
- Temporary or permanent demotion
- Unpaid suspension
- Denial or curtailment of emeritus status
- Dismissal from the employ of the University
- Mandated education
- Change in work location
- Restrictions from all or portions of campus
- Restrictions to scope of work

For more information about the administrative process the University uses to handle cases of sexual violence, contact HDAPP at (530) 747-3864 or (916) 734-3417 or see the [Sexual Violence Prevention and Response website](#).

Confidentiality

The University will protect the privacy of everyone involved in a report of sexual violence to the greatest degree possible under law and University policy. If an individual does not wish to file a report with the police or the University, they can consult confidentially with CARE by contacting (530) 752-3299 or (916) 734-3799.

If an individual decides to report sexual violence to the University, a small group of administrators will consult to determine the appropriate administrative response. That group includes the Title IX Officer and HDAPP Director; and a representative from Academic Affairs, Office of Student Support and Judicial Affairs or Human Resources, as appropriate. These people will be informed of both parties' names and the allegations.

If an alternative resolution is proposed, the respondent is informed of the complainant's identity when they are offered the option of an alternative resolution, which only occurs after the complainant has already agreed to participate. If an investigation is charged, the respondent is not automatically told who made the complaint. However, the complainant's name will probably appear in the notification letter sent to the respondent by the Title IX Officer. For example, the letter regarding an allegation of sexual assault generally contains this language:

"I'm writing to notify you that I have received a complaint that you engaged in conduct that may have vio-

lated the University's sexual harassment and sexual violence policy. Specifically, it is alleged that you sexually assaulted (name) at (location) on (date) . . ."

Witnesses who are interviewed by the investigator will also know about the report, but they will not be told who made the report. Until the investigation is completed, no one else would have reason to be told about the report. Professors, parents, supervisors, co-workers, or others are not informed. If a complainant needs assistance getting extensions, changing residence, or with any other interim actions, CARE can generally provide that assistance without providing any details to others.

At the conclusion of the investigation, the Title IX Officer will provide a complete copy of the investigation report with notification of the investigation outcome to both the respondent and complainant. The report may be redacted to protect privacy.

It may be helpful to know that all University employees have an obligation to notify the University's Title IX Officer about reports of sexual harassment and sexual violence made by students. Specific University employees, including managers and supervisors among others, have an obligation to notify the University's Title IX Officer about all reports of sexual harassment and sexual violence; even if the person making the report requests that no action be taken. If an individual prefers to seek assistance that will not lead to a report, they should consider talking with one of the University's confidential resources before making an official complaint. A complete list of confidential resources is available [online](#), and may also be found in the Sexual Violence Support Services and Reporting Options brochure (found in Appendix C and [online](#)).

Sexual Violence Prevention Education and Awareness Programs

CARE provides mandatory in-person training for all incoming undergraduate students, student athletes, and fraternity and sorority members. Additionally, CARE and HDAPP collaborate to provide mandatory in-person education to graduate and professional school students. This education includes information about the nature, dynamics, and common circumstances and effects associated with sexual assault, domestic violence, dating violence, and stalking. The program includes information about risk reduction and bystander intervention strategies. If incoming students do not complete this training within the time period established by the campus, a registration hold is placed on the student's record and the student is not able to register for classes until the training is completed. In addition to these



programs, each year CARE and other campus partners present and sponsor an average of 150 to 200 sexual violence prevention programs, lectures, training sessions, and workshops to classes, residence halls, student organizations, athletic teams, sororities, and fraternities. CARE also prepares and widely distributes numerous educational brochures and other publications.

All UC Davis employees are required to complete sexual harassment and sexual violence education upon hire. Supervisors and managers receive additional mandatory education every two years. UC Davis also provides periodic training on the prevention and handling of sexual assault, domestic violence, dating violence, and stalking to all relevant personnel including UC Davis police officers and dispatchers, student judicial affairs staff and hearing officers, university investigators, and other staff associated with the Title IX program. HDAPP provides education relating to sexual harassment prevention for a wide variety of audiences including student groups, staff, and faculty. All instructor-led programs include information about the prevention and handling of sexual violence.

Several UC Davis offices collaborate on a variety of other activities throughout the academic year designed to ensure that all members of the UC Davis community are aware of the policies and resources pertaining to issues of sexual violence. This includes communications with the campus community through a variety of methods, including use of social media, tabling events, flyers, and special events.

Bystander Intervention

In 2016, UC Davis introduced the upstander campaign to encourage bystander intervention and create a culture to help end sexual violence. An upstander is someone who takes active, intentional steps to stop sexual assault, domestic violence, dating violence, and stalking. Being an upstander is synonymous with being an Aggie.

Act
Get help
Give support
Intervene in a safe manner
Encourage others to speak out

Additional Resources

The following resources provide more information on sexual harassment and sexual violence:

- [Website for information on sexual assault, domestic violence, dating violence, and stalking](#)
- [Website for Center for Advocacy Resources and Education \(CARE\)](#)
- [Website for Harassment and Discrimination Assistance and Prevention Program \(HDAPP\)](#)
- [UC Davis Policy and Procedure Manual Section 400-20, Sexual Violence and Sexual Harassment](#)
- See also Appendix A for the [UC Sexual Violence and Sexual Harassment Policy](#).

Public Information Regarding Sex Offenders

The State of California requires sex offenders to register with the police in the jurisdiction in which they reside, as well as with campus police departments if they are employed, carrying on a vocation, or attending school. Information on registered sex offenders is available on the [Megan's Law website](#).

Substance Abuse

Policies, Sanctions, and Laws

In accordance with the Drug Free Schools and Communities Act of 1989, the following information is provided regarding University and campus policies prohibiting unlawful possession, use, or distribution of drugs or alcohol; University and campus sanctions regarding drug and alcohol violations by students or employees; federal, state, and local laws and penalties for drug and alcohol offenses; health effects of drug and alcohol abuse; and local resources providing assistance for drug and alcohol abuse (counseling, rehabilitation, or re-entry programs).

University Policy and Sanctions

The University strives to maintain communities and workplaces free from the illegal use, possession, or distribution of alcohol and other drugs. The manufacture, sale, distribution, dispensation, possession, or use of alcohol and controlled substances by University students and employees on University property, at official University functions, or on University business is governed by law, University policy, and campus regulations. Students violating these laws and policies are subject to disciplinary action, including suspension or dismissal from the University, and may be referred for criminal prosecution or required to participate in appropriate treatment programs. Employees violating these laws and policies may be subject to corrective action, up to and including dismissal, under applicable University policies and labor contracts, and may be referred for criminal prosecution or required to participate in an Employee Support Program or appropriate treatment program.

Loss of Financial Aid for Conviction Involving Possession/Sale of Illegal Drugs

A conviction under federal or state law for any offense involving the possession or sale of illegal drugs will result in the loss of eligibility for any Title IV, HEA grant, loan, or work-study assistance (HEA Sec. 484(r)(1)); (20 U.S.C. 1091(r)(1)), if the conviction occurs during a period of en-

rollment for which the student was receiving Title IV HEA program funds.

Federal Laws and Sanctions

Under Federal law, it is a felony offense to sell or intend to sell, manufacture, or distribute DEA scheduled drugs or mixtures containing them (e.g. cocaine, methamphetamines, heroin, Ecstasy, GHB, Ketamine, LSD, PCP, and so-called "designer drugs", as well as "counterfeits" purported to be such drugs), or to traffic in marijuana or hashish. Depending upon the quantity of drugs involved, penalties for first offenses range from 5 years to life (20 years to life if death or serious injury involved) and fines up to \$10 million or more, and for second offenses from 10 years to life (life if death or serious injury involved) and fines up to \$20 million.

It is important to note that illegal trafficking in over-the-counter or prescription drugs (including anabolic steroids) which are listed as DEA Schedules II–V are included in the above penalties and fines. Those convicted of possession or distribution of controlled substances can be barred from receiving benefits of federal programs, including student grants and loans, contracts, ability to conduct teaching and research using controlled substances, and professional and commercial licenses; may be subject to forfeiture of property used in or traceable to illegal controlled substance transactions; and, if non-citizens, subject to deportation.

California Laws and Sanctions

California law prohibits furnishing and selling alcoholic beverages to underage (younger than 21) or obviously intoxicated individuals. Underage persons may not buy alcoholic beverages or possess them on campus, in public, or in places open to public view; the penalties for violations of these laws may include substantial fines and jail. Alcohol may not be sold without a license or permit. State law also prohibits driving a motor vehicle under the influence; drinking or possessing an open container of alcohol while driving; and operating a bicycle while intoxicated. The limit for blood alcohol concentration (BAC) for underage individuals is .01 percent. A BAC of .08 percent or higher for individuals 21 and older creates a presumption of intoxication, but they can be charged with lower blood alcohol levels. Drunk driving penalties include jail or prison, fines of \$1,000 or more, driver's license suspension or revocation, and required drug/alcohol treatment programs. Refusing to submit to a test for blood alcohol can result in suspension of driver's license for up to 3 years. Sale or possession for

sale of controlled substances such as cocaine, methamphetamines, heroin, Ecstasy, GHB, Ketamine, LSD, PCP, marijuana, and “designer drugs” is a felony with terms of 3 years or more; manufacture results in terms of 3 years or more; possession alone is punishable by up to 4 years in prison. Sentences are enhanced for previously convicted felons, for distribution within 1,000 feet of a school or University or within 100 feet of a recreational facility, and for distribution to a pregnant woman or to someone under 18 by one over 18. Property used in drug transactions can be seized.



Sacramento City and City of Davis Ordinances

Sacramento City ordinances and Davis municipal codes prohibit consumption of alcohol in public, possessing open containers of alcohol in public or at retail off-sale premises, and drinking in parks. City of Davis municipal codes also prohibit intoxicated persons from being in or around a vehicle in public, unless the vehicle is controlled or operated by a sober individual; and prohibit individuals and organizations from hosting or allowing a party, gathering, or event (defined as two or more persons assembled for a social occasion or activity) if underage persons are present and in possession of/consuming alcohol. Sanctions (probation, jail, fines) are imposed in accordance with California state law.

Education, Prevention Programs, Assistance Services, and Resources

Campus programs, services, and resources include:

- Health Education and Promotion (HEP) is focused on preventing and reducing alcohol, tobacco, and other drug issues in the student population; developing, managing and evaluating strategies to aid students in making informed decisions in these areas. This program is a lead partner in the Safe Party Initiative, a campus and community evidence-based strategy that aims to reduce problems related to college student drinking at parties in the Davis community. Student “party goers” and “party throwers” can visit the [Safe Party website](#) to find tips on how to reduce the risks of alcohol-related problems. While taking the eCHECKUP
- TO GO self-assessment located on the [Safe Party website](#) is required of all incoming UC Davis students, any student can complete this brief confidential survey at any time at no charge. The eCHECKUP TO GO feedback helps identify personal risk patterns and offers harm reduction strategies related to alcohol use. More information is available at [Safe Party](#) or by calling (530) 754-4878.
- Alcohol, Tobacco and Other Drugs Intervention Services (ATODIS) provides free and confidential individual assessment and intervention services for UC Davis students who can meet with a Safe Zone trained ATODIS professional. Services and referrals are provided in collaboration with Counseling Services, Student Health and Counseling Services’ medical staff, Neighborhood Court, or self-referrals. Free, 90-minute group sessions are also provided in a confidential and non-judgmental environment for students referred from the conduct system or students who self-refer. More information is available at [ATODIS](#) or by calling (530) 752-6334. Smoking cessation services are also available to students free of charge. If the student meets with the ATODIS Coordinator they can receive one month of gum, patch, or lozenge nicotine replacement therapy for free. Replace prevention counseling is also available to students free of charge with no session limit. For more information call (530) 752-6334.
- Collegiate Recovery Group: Recover, Inspire, Support, Empower (AGGIE RISE) meets weekly on Fridays at 6:00pm in the Davis Sober Living House, 1508 Rio

Grande Ave. This group is open to any UC Davis undergraduate or graduate student who is choosing not to use any mind altering substances. This group is also open to students who are allies to people in recovery or who have family members struggling with addiction. This is not a 12-step meeting but a support group for students in recovery. Students can contact slake@ucdavis.edu or macasillas@ucdavis.edu for more information.

- Counseling Services provides short-term counseling at no cost to UC Davis registered students and referrals to other providers and services; and provides online anonymous self-assessment and screening for alcohol and related issues. More information is available from the [Counseling Services](#) website or by calling (530) 752-0871.
- Academic & Staff Assistance Program (ASAP) offers confidential, cost free assessment, intervention, consultation and referral services to all UCD faculty, staff and their immediate families. More information is available at the [ASAP](#) website or by calling (530) 752-2727 or (916) 734-2727.

Community resources include Sacramento and Yolo County services and Twelve Step Programs:

- [Alcoholics Anonymous \(AA\)](#) 24 Hour Hotline—(916) 454-1100
- [Marijuana Anonymous](#)—(800) 766-6779
- [Cocaine Anonymous](#)—(916) 469-6588
- [Narcotics Anonymous \(NA\)](#)—(800) 565-2135; [Sacramento area](#)
- [Al-Anon/Alateen](#)—email: wso@al-anon.org
- [Sacramento County Department of Health & Human Services Alcohol & Drug Services](#)
- Yolo County Alcohol, Drug and Mental Health Services—(888-) 965-6647 (no charge, 24 hrs.)
- [Refuge Recovery](#)
- [Life Ring](#)

Health Risks

Substance abuse can cause very serious health and behavioral problems, including short-and long-term effects upon both the body (physiological) and mind (psychological), as well as impairment of learning ability, memory, and performance. Chronic health problems may arise from long-term abuse, and acute, traumatic reactions may arise even from one-time or moderate use. In addition to the toxicity of specific drugs, mixing drugs can compound toxic effects.

Illegal, “counterfeit,” or “designer” drugs may be toxic, contaminated, or have impurities causing poisoning, and can be lethal. Acute health problems may include heart attack, stroke, and sudden death (even first-time use of cocaine or GHB). Long-term effects include heart and/or lung damage, high blood pressure, blood vessel leaks in brain, brain cell destruction, permanent memory loss, infertility, impotency, immune system impairment, kidney failure, and cirrhosis of the liver. Substance abuse is correlated with high-risk behavior that could lead to accidents and injury, increased risk of contracting a sexually transmitted infection, or unwanted pregnancy. Drugs and alcohol might also be used to incapacitate victims of sexual assault.

Using alcohol or other drugs while pregnant can cause fetal damage, birth defects, miscarriage and infant death. Additional information on health risks of substance abuse can be found on the [National Institute of Drug Abuse website](#).

Online resources regarding health risks of alcohol, tobacco and other drugs are available from the Student Health and Counseling Services’ Health Education and Promotion department:

- [Alcohol](#)
- [Alcohol poisoning](#)
- [Smoking Cessation](#)
- [Electronic Cigarettes](#)
- [Hookah](#)
- [Marijuana](#)
- [Opiates](#)
- [Stimulants](#)
- [Sedatives](#)
- [Prescription Drug Abuse](#)
- [Heroin](#)
- [Mixing Drugs](#)

Collection of Statistics for the Annual Security Report

The UC Davis Police Department is responsible for collecting statistics, identifying reportable crimes, and reporting crimes to the FBI. The Office of Compliance and Policy provides Clery crime statistics to the Department of Education and publishes annual statistics for the public through this report. Under law, these statistics must be reported in the categories specified by each agency. FBI statistics include only crimes occurring on the campus or at UC Davis Health that are reported to police. The Clery Act requires reports from a wider geographic area (e.g., adjacent public property and off-campus student organization property); from a broader scope of “reporters” (e.g., “campus security authorities” having “significant responsibility for student and campus activities,” including deans, athletic coaches, student housing and student judicial staff, and advisors to student organizations); for disciplinary referrals as well as arrests for drug, alcohol, and weapons violations; and for different crimes.

The current Campus Security Report has been compiled for the previous calendar year from crime reports received by the UC Davis Police Department; from crime statistics received from other police agencies having jurisdiction over off-campus UC Davis-affiliated, -owned, or -controlled property at other locations (including student organization properties such as fraternity houses); from crime reports received from non-police “campus security authorities,” and from reports received through the confidential reporting process described previously.

The cities of Davis and Sacramento, and Yolo and Solano counties surround the UC Davis campus and the UC Davis Medical Center. Police agencies with jurisdiction over those areas are sent annual written requests for statistics of crimes occurring on University affiliated property. Other law enforcement agencies also receive written requests if they have UC Davis buildings/property in their jurisdictions. UC Davis Police report arrests for liquor, drug, and weapons offenses occurring on campus, at UC Davis Health, and in student residences on campus. The Annual Security Report also includes statistics of arrests made by UC Davis police or other police agencies on public property adjacent to campus or UC Davis Health and at off-campus property owned, controlled by, or affiliated with UC Davis (e.g. sororities and fraternities), as well as disciplinary referrals to Student Housing and Student Judicial Affairs for drug, alcohol, and weapon violations.

The University encourages all crimes to be promptly reported to the UC Davis Police Department, and that non-police campus security authorities receiving reports of crimes forward the information to the UC Davis Police. In general, reports are confidential unless the victim gives permission to document identifying information or for police to investigate. Report instructions include crime definitions and request specific information (date, location, nature of offense). This information is used to compile statistics, while preserving confidentiality, avoiding duplicate or inaccurate statistical reporting, and to assign reports to appropriate Clery and FBI crime classifications. For questions regarding the preparation of the Annual Security Report, call (530) 752-9050.

Definitions of Reportable Crimes

- Murder and Non-negligent Manslaughter (Criminal Homicide)—the willful (non-negligent) killing of one human being by another.
- Negligent Manslaughter (Criminal Homicide—Manslaughter by Negligence)—the killing of another person through gross negligence.
- Sex Offense: Rape—the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- Sex Offense: Fondling—the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapability.
- Sex Offense: Incest—sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Sex Offense: Statutory Rape—sexual intercourse with a person who is under the statutory age of consent.

- Robbery—the taking or attempting to take anything of value from the care, custody, or control of a person by force or threat of force or violence and/or by putting the victim in fear.
- Aggravated Assault—an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)
- Burglary—the unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.
- Motor Vehicle Theft—the theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)
- Arson—any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
- Dating Violence—violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- Domestic Violence—a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence



occurred; by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

- Stalking—engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress.
- Weapons: Carrying, Possessing, Etc.—the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.
- Drug Abuse Violations—the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.
- Liquor Law Violations—the violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.
- Hate Crime—any crime committed in whole or in part, because one or more of the following actual or perceived characteristics of the victim: disability, gender, nationality, race or ethnicity, religion, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics.

The following crimes are counted only when they are associated with a Hate Crime:

- ▶ Larceny-Theft (Except Motor Vehicle Theft) —the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.
- ▶ Simple Assault—an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- ▶ Intimidation—to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- ▶ Destruction/Damage/Vandalism of Property—to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.



Clery Act Statistics

The following statistics for calendar years 2016, 2017, and 2018, provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics, are for your information. These statistics are compiled annually by the University of California, Davis.

Grand Total (All Locations)			
Criminal Offenses	2016	2017	2018
Murder/Non-negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Sex Offense - Rape	10	7	14
Sex Offense - Fondling	7	13	14
Sex Offense - Incest	0	0	0
Sex Offense - Statutory Rape	2	0	0
Robbery	4	1	3
Aggravated Assault	4	10	12
Burglary	66	35	38
Motor Vehicle Theft	21	12	15
Arson	2	8	1
Domestic Violence	22	22	22
Dating Violence	5	3	6
Stalking	12	15	18
Other Arrests and Disciplinary Actions			
Weapons Arrests	7	8	4
Drug Arrests	27	44	30
Liquor Arrests	36	22	1
Weapons Disciplinary Actions	0	0	0
Drug Disciplinary Actions	0	0	0
Liquor Disciplinary Actions	3	2	0

Main Campus at UC Davis												
Criminal Offenses	On Campus Student Residences			Subtotal On Campus*			Adjacent Public Property			Subtotal Main Campus		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offense - Rape	5	5	9	8	6	13	0	0	0	8	6	13
Sex Offense - Fondling	0	2	5	3	6	9	0	0	0	3	6	9
Sex Offense - Incest	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offense - Statutory Rape	0	0	0	2	0	0	0	0	0	2	0	0
Robbery	0	0	0	1	1	3	0	0	0	1	1	3
Aggravated Assault	0	1	0	1	7	9	0	0	0	1	7	9
Burglary	16	11	14	32	27	35	0	0	0	32	27	35
Motor Vehicle Theft	0	0	0	7	7	11	0	0	0	7	7	11
Arson	0	0	0	0	4	0	0	0	0	0	4	0
Domestic Violence	9	6	9	11	8	13	0	0	0	11	8	13
Dating Violence	4	1	2	5	2	5	0	0	0	5	2	5
Stalking	5	5	6	12	14	16	0	0	0	12	14	16
Other Arrests and Disciplinary Actions												
Weapons Arrests	0	3	0	1	5	3	0	0	0	1	5	3
Drug Arrests	0	2	0	11	16	7	2	1	0	13	17	7
Liquor Arrests	5	7	0	36	21	3	0	1	0	36	22	0
Weapons Disciplinary Actions	0	0	0	0	0	0	0	0	0	0	0	0
Drug Disciplinary Actions	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Disciplinary Actions	3	0	0	3	2	0	0	0	0	3	2	0

*Values in "On Campus Student Residences" are also included in the values for "Subtotal On Campus"

Medical Center at Sacramento

	Medical Center			Adjacent Public Property			Subtotal		
Criminal Offenses	2016	2017	2018	2016	2017	2018	2016	2017	2018
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Sex Offense - Rape	1	1	1	0	0	0	1	1	1
Sex Offense - Fondling	3	7	5	0	0	0	3	7	5
Sex Offense - Incest	0	0	0	0	0	0	0	0	0
Sex Offense - Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	1	0	0	0	0	0	1	0	0
Aggravated Assault	3	2	3	0	0	0	3	2	3
Burglary	2	5	3	0	0	0	2	5	3
Motor Vehicle Theft	6	3	4	0	0	0	6	3	4
Arson	1	4	1	0	0	0	1	4	1
Domestic Violence	6	12	9	0	0	0	6	12	9
Dating Violence	0	0	1	0	1	0	0	1	1
Stalking	0	1	2	0	0	0	0	1	2
Other Arrests and Disciplinary Actions									
Weapons Arrests	4	2	1	2	1	0	6	3	1
Drug Arrests	13	25	23	1	2	0	14	27	23
Liquor Arrests	0	0	1	0	0	0	0	0	1
Weapons Disciplinary Actions	0	0	0	0	0	0	0	0	0
Drug Disciplinary Actions	0	0	0	0	0	0	0	0	0
Liquor Disciplinary Actions	0	0	0	0	0	0	0	0	0

Non-Campus But Affiliated

Criminal Offenses	2016	2017	2018
Murder/Non-negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Sex Offense - Rape	1	0	2
Sex Offense - Fondling	1	0	0
Sex Offense - Incest	0	0	0
Sex Offense - Statutory Rape	0	0	0
Robbery	2	0	6
Aggravated Assault	0	1	0
Burglary	32	3	4
Motor Vehicle Theft	8	2	2
Arson	1	0	0
Domestic Violence	5	2	2
Dating Violence	0	0	0
Stalking	0	0	0
Other Arrests and Disciplinary Actions			
Weapons Arrests	0	0	2
Drug Arrests	0	0	3
Liquor Arrests	0	0	1
Weapons Disciplinary Actions	0	0	0
Drug Disciplinary Actions	0	0	0
Liquor Disciplinary Actions	0	0	0

Hate Crimes

Main Campus

2016

One on campus simple assault incident characterized by race bias

2017

No hate crimes were reported

2018

One on campus destruction/damage/vandalism of property characterized by sexual orientation

Medical Center

2016

No hate crimes were reported

2017

One medical center destruction/damage/vandalism of property incident characterized by religion bias

2018

No hate crimes were reported

Unfounded Crimes

Main Campus

2016

No unfounded crimes

2017

No unfounded crimes

2018

No unfounded crimes

Medical Center

2016

No unfounded crimes

2017

No unfounded crimes

2018

No unfounded crimes

Fire Safety Report

The UC Davis campus is served by the UC Davis Fire Department for emergency response in Fire and Emergency Medical Services, and by Safety Services Fire Prevention Services for state regulated code enforcement and life and property protection on behalf of the California State Fire Marshal.

The mission of the UC Davis Fire Department is to protect and enhance the safety and well-being of our community with pride and excellence. UCDFD presently employs 23 full-time personnel and 15 Student Resident Firefighters. Emergency response is provided from Fire Station 34, the UCDFD Fire/Police Building. The UCDFD crew has an engine, a tiller truck with a 100 foot aerial ladder and a hazardous materials unit.

The Fire Prevention Services unit is made up of the Campus Fire Marshal, who has the State of California title of Lead Designated Campus Fire Marshal (DCFM), two Inspectors with DCFM status, one Hazardous Materials Spe-

cialist and a Fire Extinguisher technician. Fire Prevention Services is responsible for ensuring that the Campus Fire Safety Program is carried out in order to comply with all relevant laws and regulations and to maintain a safe environment for our students, faculty, and staff members.

All Student Housing policies are described in the *Guide to Residence Hall Life* which is given to every resident electronically upon signing of the residence contract, and is available on the Student Housing [website](#). All residents are responsible for being familiar with the information contained in the handbook. Other campus policies are published by the UC Davis Fire Prevention Services and are available [online](#).

Policies

Use of Electrical Appliances

All appliances must be in good working order and used responsibly. They must be approved for use by Underwriters' Laboratory (UL) and free of wiring defects. Food may only be prepared in community or apartment kitchens.



(Microwaved food is excluded.) Appliances/food preparation items, including cooking knives, that may be stored but not used in rooms include, but are not limited to, toasters, toaster ovens, crock pots, hot air popcorn poppers, hot plates, waffle irons, rice cookers, broilers, and any devices with an open heating element.

Barbecues—Barbecues may not be used on balconies, under trees, in courtyards, breezeways, or around swimming pools. They must be at least 25 feet away from any building or overhang, and this distance must be increased if smoke is travelling toward one of these areas. Lighter fluid, propane, and other flammable gases or liquids may not be stored in residence hall rooms.

Coffeemakers, microwaves, refrigerators—Only one refrigerator (maximum storage capacity of 4.5 cubic feet with a maximum height of 35 inches) and one microwave (maximum wattage of 800 watts) or one microfridge, is allowed in any single, double or triple room. In suites, each living room and bedroom can have one refrigerator and one microwave. Only one coffee maker may be in use at a time in a residence hall room.

Portable heaters—portable heaters are prohibited.

Torchiere halogen lamps—these lamps are prohibited.

Power tools—Power tools may not be used in residence hall rooms or areas.

(*Guide to Residence Hall Life, Section 3*)

Smoking

Smoking and tobacco use are prohibited on University owned or leased property, including all Student Housing buildings and dining facilities. Smoking is defined as inhaling, exhaling, burning, or carrying a lighted or heated product such as tobacco, marijuana, other smokeable substances, or smoking instruments that emit smoke. Tobacco use includes but not limited to cigarettes, cigars, shisha, pipes, water pipes (hookah), all forms of electronic smoking devices, and all forms of smokeless tobacco.

See [Policy and Procedure Manual Section 290-10, Smoke and Tobacco Free Campus](#).

Open Flames

Candles, incense, and items that produce an open flame are prohibited in Student Housing buildings, regardless of the reason for use.

Candles may be used in very limited capacities (e.g. a Unity candle at a wedding) at other campus facilities only after

obtaining a Candle/Open Flame Permit from the UC Davis Fire Prevention office.

Student Housing Fire Evacuation Procedures

All residence halls are equipped with fire detection devices and manual pull stations. When manual pull stations are activated, a hall alarm will sound and the UC Davis fire department will be notified. Rooms in Emerson Hall are equipped with smoke detectors that sound a local alarm within the affected room; these buildings also have heat detectors that sound an alarm in public areas and notify the fire department. Rooms in the Segundo area, the Tercero area, and Thoreau Hall are equipped with smoke detectors and heat sensitive sprinklers that sound a local alarm and release water within the affected room. Fire department personnel will respond immediately to all alarms with a full complement of firefighting equipment. It is the responsibility of each student to evacuate the residence hall when an alarm sounds; failure to leave during an alarm will result in disciplinary action.

Each resident needs to be aware of the sensitivity of smoke detectors or fire sprinklers in their rooms and hallways. They can be activated by foreign materials (e.g. water, smoke, aerosol sprays) or sudden shock (e.g. being hit or touched). Devices cannot properly respond to smoke or fire if they are covered, taken down, or have objects hanging from them. As a result, such activity is not permitted.

Tampering with or activating an alarm in a non-emergency situation, or the presence of illegal cooking devices that cause an activation of the system, will result in disciplinary action as well as the assessment of a charge for costs attributed to the false alarm.

Fire Safety and Education

Fire safety is taken very seriously in the residence halls and students are expected to adhere to all regulations. For safety reasons, the fire department has imposed restrictions on furnishings and some electrical equipment. Large wall hangings [such as tapestry and large posters] must be treated with a flame retardant. Hallways and walkways, as well as building entrance and exit areas, need to be clear at all times. No items should be stored in these areas at any time. This includes, but is not limited to, bicycles and trash. Students may not store or repair motorized vehicles in the residence halls. It is also prohibited for students to store gasoline or other flammable liquids in any living units. No person may use or store fireworks or firecrackers in residence halls or on campus.

Cooking/warming appliances may not be used in residence hall rooms with the exception of coffee pots, oil popcorn poppers [no hot air popcorn poppers], and microwaves. Kitchens located in Primero Grove should be used properly and maintained by the residents. Appliances in rooms often activate the sensitive fire alarm system; small appliances and hot air popcorn poppers may be used in community kitchens.

Fireworks and firecrackers are prohibited on campus, including in residence halls.

In the event of an emergency, students should remember RACE:

Remove yourself and all persons in immediate danger to safety.

Activate manual pull station and call (or have someone else call) 911 from any phone.

Close doors to prevent the spread of smoke and fire, grabbing only your keys.

Extinguish the fire, only if it is smaller than a trash can.

Fire Safety

- Electrical Safety—Modifications to or changes in electrical wiring are prohibited as are splices, octopuses, or modification devices used to add plugs. Only UL approved, grounded power strips with fuses may be used.
- Evacuation—Residents must evacuate the building when a fire alarm has sounded.
- False Alarm—Residents may not intentionally or recklessly activate an alarm in a non-emergency situation.
- Fire—Causing, attempting to cause, or contributing to the continuation of a fire is prohibited.
- Fireplaces—Unauthorized use of a Student Housing fireplace is prohibited.
- Flammable Liquids—Flammable liquids and other hazardous materials may not be stored or used in Student Housing buildings. This includes, but is not limited to, gasoline and lighter fluid.
- Room Decorations—Large wall hangings must be treated with flame retardant. Exterior room doors may not be more than 33% covered. Student Housing reserves



the right to adjust this percentage and will notify residents if any change is made. Paper or plastic may not be used to cover any light or fixture. Lighting fixtures, including holiday lights, may not be hung on any surface outside rooms or suites including windows or doors.

- Tampering—Tampering with fire suppression equipment, including but not limited to fire extinguishers, smoke detectors, fire alarm pull stations, automatic door closers, and sprinklers, is prohibited. Tampering includes covering smoke detectors, hanging items from sprinklers or sprinkler pipes, or otherwise disabling fire suppression equipment.

Fire Education Training

All Student Housing Resident Advisors are required to participate in a fire safety education seminar each year prior to the start of the fall quarter. The UC Davis Fire Prevention Services delivers the training. Student Housing also provides instruction to Resident Advisors.

Residents in Student Housing receive the following safety education:

- Participation in Fire Drills
- Fire Safety information in the Guide to Student Life
- Required attendance at a safety session in which the Fire Department and Fire Prevention Services provide information.

Additional training from Fire Prevention Services is available upon request for students, staff and faculty. More information can be found at the [Safety Services website](#).

Reporting Fires

Fires in Student Housing facilities can be reported by calling 911 from any landline or cellular phone, or by notifying the Resident Advisor in the housing unit.

Student Housing Fire Safety Systems

Student Housing facilities are equipped with fire safety systems as described in the following tables.

Fire-Rated walls in corridors generally have a one-hour fire rating, are located between the corridor and occupied spaces (i.e. sleeping rooms), and are designed to prevent the passage of fire and smoke into the corridor for one hour. The corridor is a protected environment

permitting building occupants the ability to safely escape the building should a fire occur.

Fire-rated walls in rooms generally have a one-hour fire rating, surround the room, except the exterior wall, and are designed to prevent the passage of fire and smoke between the room and adjacent spaces for one hour.

If a building has a fire sprinkler system, the smoke detectors in the sleeping rooms sound locally, while the smoke detectors in the corridors will activate evacuation devices throughout the building and send a signal to the UC Davis Dispatch Center (911 Operator). If a building has no fire sprinkler system, the smoke detectors in the sleeping rooms send a signal to the UC Davis Dispatch Center (911 Operator) and the smoke detectors in the corridors activate evacuation devices throughout the building.

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
8th and Wake North; 1440 Wake Forest Dr	X		X	X	X	X	X	X
8th and Wake South; 1440 Wake Forest Dr	X		X	X	X	X	X	X

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Atriums at La Rue 50; 400 Russel Park Dr	X		X		X	X	X	X
Atriums at La Rue 100; 400 Russel Park Dr	X		X		X	X	X	X
Atriums at La Rue 200; 400 Russel Park Dr	X		X		X	X	X	X
Atriums at La Rue 300; 400 Russel Park Dr	X		X		X	X	X	X
Atriums at La Rue 400; 400 Russel Park Dr	X		X		X	X	X	X

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Cuarto Emerson Hall; 565 Oxford Cr			X		X	X		X
Cuarto Thoreau Hall; 533 Oxford Cr	X		X		X	X	X	X

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Dome 02; 319 Orchard Park Dr			X			X		
Dome 03; 325 Orchard Park Dr			X			X		
Dome 04; 331 Orchard Park Dr			X			X		
Dome 05; 337 Orchard Park Dr			X			X		
Dome 06; 343 Orchard Park Dr			X			X		
Dome 07; 397 Orchard Park Dr			X			X		
Dome 08; 391 Orchard Park Dr			X			X		
Dome 09; 385 Orchard Park Dr			X			X		
Dome 10; 379 Orchard Park Dr			X			X		
Dome 11; 367 Orchard Park Dr			X			X		
Dome 12; 361 Orchard Park Dr			X			X		
Dome 13; 355 Orchard Park Dr			X			X		
Dome 14; 349 Orchard Park Dr			X			X		
Dome 15; 373 Orchard Park Dr			X			X		

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Fraternity 100 Parkway; 100 Parkway Cr	X		X		X	X	X	
Fraternity 200 Parkway; 200 Parkway Cr	X		X		X	X	X	
Fraternity 310 Parkway; 310 Parkway Cr	X		X		X	X	X	
Fraternity 320 Parkway; 320 Parkway Cr	X		X		X	X	X	
Fraternity 330 Parkway; 330 Parkway Cr	X		X		X	X	X	
Fraternity 400 Parkway; 400 Parkway Cr	X		X		X	X	X	
Fraternity 500 Parkway; 500 Parkway Cr	X		X		X	X	X	

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Colleges at La Rue #1; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #2; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #3; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #4; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #5; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #6; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #7; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #8; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #9; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #10; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #11; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #12; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #13; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #14; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #15; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #16; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #17; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #18; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #19; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #20; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #21; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #22; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #23; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #24; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #25; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #26; 164 Orchard Park Dr	X		X		X	X		X
Colleges at La Rue #27; 164 Orchard Park Dr	X		X		X	X		X

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Primero Grove Laurel; 506 Primero Grove Cr	X		X		X	X	X	X
Primero Grove Magnolia; 512 Primero Grove Cr	X		X		X	X	X	X
Primero Grove Manzanita; 518 Primero Grove Cr	X		X		X	X	X	X
Primero Grove Spruce; 500 Primero Grove Cr	X		X		X	X	X	X



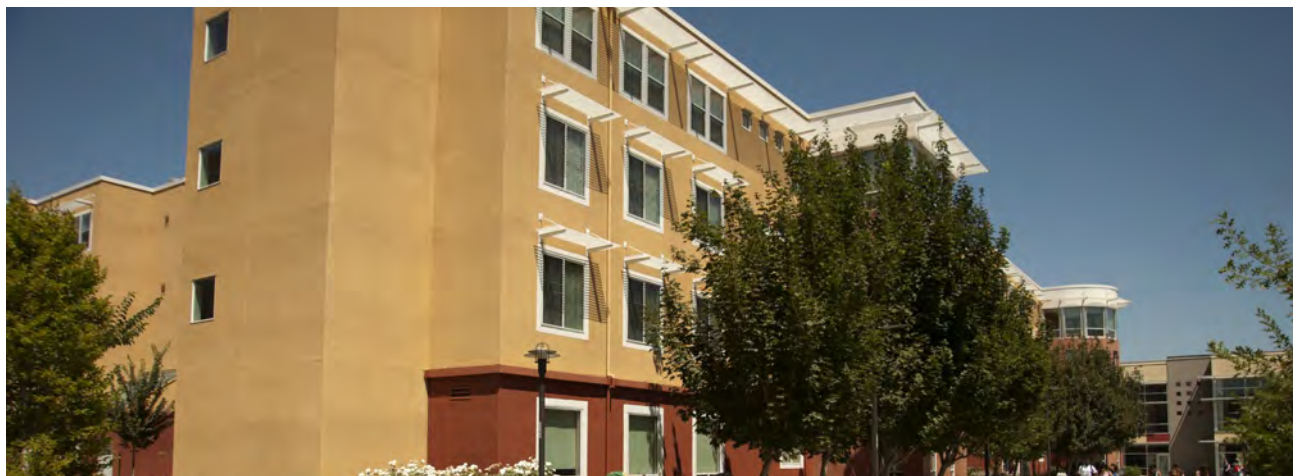
Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Regan Campo; 605 Regan Hall Bkwy	X		X		X	X	X	
Regan Indio; 505 Regan Hall Cr	X		X		X	X	X	
Regan Nova; 555 Beckett Hall Cr	X		X		X	X	X	
Regan Paloma; 515 Beckett Hall Cr	X		X		X	X	X	
Regan Rienda; 575 Beckett Hall Cr	X		X		X	X	X	
Regan Sereno; 525 Regan Hall Cr	X		X		X	X	X	
Regan Talara; 535 Beckett Hall Cr	X		X		X	X	X	

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Russell Park Apts; 400 Russell Park		X	X		X	X		
Russell Park Apts; 401 Russell Park		X	X		X	X		
Russell Park Apts; 402 Russell Park		X	X		X	X		
Russell Park Apts; 403 Russell Park		X	X		X	X		
Russell Park Apts; 404 Russell Park		X	X		X	X		
Russell Park Apts; 405 Russell Park		X	X		X	X		
Russell Park Apts; 406 Russell Park		X	X		X	X		
Russell Park Apts; 407 Russell Park		X	X		X	X		
Russell Park Apts; 408 Russell Park		X	X		X	X		
Russell Park Apts; 409 Russell Park		X	X		X	X		
Russell Park Apts; 410 Russell Park		X	X		X	X		
Russell Park Apts; 411 Russell Park		X	X		X	X		
Russell Park Apts; 412 Russell Park		X	X		X	X		
Russell Park Apts; 413 Russell Park		X	X		X	X		
Russell Park Apts; 414 Russell Park		X	X		X	X		
Russell Park Apts; 415 Russell Park		X	X		X	X		
Russell Park Apts; 416 Russell Park		X	X		X	X		
Russell Park Apts; 417 Russell Park		X	X		X	X		
Russell Park Apts; 418 Russell Park		X	X		X	X		
Russell Park Apts; 419 Russell Park		X	X		X	X		
Russell Park Apts; 420 Russell Park		X	X		X	X		
Russell Park Apts; 421 Russell Park		X	X		X	X		
Russell Park Apts; 422 Russell Park		X	X		X	X		
Russell Park Apts; 423 Russell Park		X	X		X	X		
Russell Park Apts; 424 Russell Park		X	X		X	X		
Russell Park Apts; 425 Russell Park		X	X		X	X		

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Segundo Alder; 1081 La Rue Rd	X		X		X	X	X	X
Segundo Bixby; 1019 La Rue Rd	X		X		X	X	X	X
Segundo Gilmore; 1029 La Rue Rd	X		X		X	X	X	X
Segundo Malcolm; 1059 La Rue Rd	X		X		X	X	X	X
Segundo Miller; 1079 La Rue Rd	X		X		X	X	X	X
Segundo Ryerson; 1063 La Rue Rd	X		X		X	X	X	X
Segundo Thompson; 1087 La Rue Rd	X		X		X	X	X	X



Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Solano Park Apts #1100; 1100 Solano Park Cr		X	X		X	X		
Solano Park Apts #1200; 1200 Solano Park Cr		X	X		X	X		
Solano Park Apts #1300; 1300 Solano Park Cr			X		X	X		
Solano Park Apts #1400; 1400 Solano Park Cr			X		X	X		
Solano Park Apts #1500; 1500 Solano Park Cr			X		X	X		
Solano Park Apts #1600; 1600 Solano Park Cr		X	X		X	X		
Solano Park Apts #1700; 1700 Solano Park Cr			X		X	X		
Solano Park Apts #1800; 1800 Solano Park Cr			X		X	X		
Solano Park Apts #1900; 1900 Solano Park Cr			X		X	X		
Solano Park Apts #2000; 2000 Solano Park Cr			X		X	X		
Solano Park Apts #2100; 2100 Solano Park Cr		X	X		X	X		
Solano Park Apts #2200; 2200 Solano Park Cr			X		X	X		
Solano Park Apts #2300; 2300 Solano Park Cr			X		X	X		
Solano Park Apts #2400; 2400 Solano Park Cr			X		X	X		
Solano Park Apts #2500; 2500 Solano Park Cr			X		X	X		
Solano Park Apts #2600; 2600 Solano Park Cr		X	X		X	X		
Solano Park Apts #2700; 2700 Solano Park Cr			X		X	X		
Solano Park Apts #2800; 2800 Solano Park Cr			X		X	X		
Solano Park Apts #2900; 2900 Solano Park Cr			X		X	X		
Solano Park Apts #3000; 3000 Solano Park Cr			X		X	X		
Solano Park Apts #3100; 3100 Solano Park Cr		X	X		X	X		
Solano Park Apts #3200; 3200 Solano Park Cr			X		X	X		
Solano Park Apts #3300; 3300 Solano Park Cr			X		X	X		
Solano Park Apts #3400; 3400 Solano Park Cr			X		X	X		
Solano Park Apts #3500; 3500 Solano Park Cr			X		X	X		
Solano Park Apts #3600; 3600 Solano Park Cr		X	X		X	X		
Solano Park Apts #3700; 3700 Solano Park Cr			X		X	X		
Solano Park Apts #3800; 3800 Solano Park Cr			X		X	X		
Solano Park Apts #3900; 3900 Solano Park Cr			X		X	X		
Solano Park Apts #4000; 4000 Solano Park Cr		X	X		X	X		
Solano Park Apts #4100; 4100 Solano Park Cr			X		X	X		
Solano Park Apts #4200; 4200 Solano Park Cr		X	X		X	X		
Solano Park Apts #4300; 4300 Solano Park Cr			X		X	X		
Solano Park Apts #4400; 4400 Solano Park Cr			X		X	X		



Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Temporary Bldg 13; 530 Regan Hall Cr	X		X		X	X		
Temporary Bldg 14; 540 Regan Hall Cr	X		X		X	X		
Temporary Bldg 15; 550 Regan Hall Cr	X		X		X	X		

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
Tercero Campbell; 434 Dairy Rd	X		X	X	X	X	X	X
Tercero Cottonwood; 337 Bioletti Way	X		X	X	X	X	X	X
Tercero Currant; 584 Tercero Hall Dr	X		X	X	X	X	X	X
Tercero Hawthorne; 664 Tercero Hall Dr	X		X	X	X	X	X	X
Tercero Kearney; 352 Dairy Rd	X		X		X	X	X	X
Tercero Laben; 376 Dairy Rd			X		X	X	X	
Tercero Live Oak; 622 Tercero Hall Dr	X		X	X	X	X	X	X
Tercero Madrone; 375 Bioletti Way	X		X	X	X	X	X	X
Tercero Mahogany; 686 Tercero Hall Dr	X		X	X	X	X	X	X
Tercero Pine; 568 Tercero Dall Dr	X		X	X	X	X	X	X
Tercero Potter; 468 Dairy Rd	X		X	X	X	X	X	X
Tercero Redwood; 363 Bioletti Way	X		X	X	X	X	X	X
Tercero Scrub Oak; 598 Tercero Hall Dr	X		X	X	X	X	X	X
Tercero Sequoia; 648 Tercero Hall Dr	X		X	X	X	X	X	X
Tercero Wall; 637 La Rue Rd	X		X	X	X	X	X	X

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
West Village Ramble; 100 Sage St Bldg A	X		X		X	X	X	
West Village Ramble; 100 Sage St Bldg B	X		X		X	X	X	
West Village Ramble; 100 Sage St Bldg C	X		X		X	X	X	
West Village Ramble; 110 Sage St Bldg A	X		X		X	X	X	
West Village Ramble; 110 Sage St Bldg B	X		X		X	X	X	
West Village Ramble; 110 Sage St Bldg C	X		X		X	X	X	
West Village Ramble; 1538 Jade St Bldg A	X		X		X	X	X	
West Village Ramble; 1538 Jade St Bldg B	X		X		X	X	X	
West Village Ramble; 1540 Jade St Bldg A	X		X		X	X	X	
West Village Ramble; 1540 Jade St Bldg B	X		X		X	X	X	
West Village Ramble; 1540 Jade St Bldg C	X		X		X	X	X	
West Village Ramble; 1545 Jade St Bldg A	X		X		X	X	X	
West Village Ramble; 1545 Jade St Bldg B	X		X		X	X	X	
West Village Ramble; 1545 Jade St Bldg C	X		X		X	X	X	
West Village Ramble; 1545 Jade St Bldg D	X		X		X	X	X	
West Village Ramble; 1655 Hutchison Pl Bldg B	X		X		X	X	X	
West Village Ramble; 1655 Hutchison Pl Bldg C	X		X		X	X	X	
West Village Ramble; 1655 Jade St Bldg A	X		X		X	X	X	
West Village Ramble; 1721 Hutchison Dr Bldg A	X		X		X	X	X	
West Village Ramble; 1721 Hutchison Dr Bldg B	X		X		X	X	X	
West Village Ramble; 1721 Hutchison Dr Bldg C	X		X		X	X	X	
West Village Ramble; 1739 Hutchison Dr Bldg A	X		X		X	X	X	
West Village Ramble; 1739 Hutchison Dr Bldg B	X		X		X	X	X	
West Village Ramble; 1739 Hutchison Dr Bldg C	X		X		X	X	X	
West Village Ramble; 1743 Hutchison Dr Bldg A	X		X		X	X	X	
West Village Ramble; 1743 Hutchison Dr Bldg B	X		X		X	X	X	
West Village Ramble; 1743 Hutchison Dr Bldg C	X		X		X	X	X	
West Village Ramble; 1743 Hutchison Dr Bldg D	X		X		X	X	X	
West Village Ramble; 301 N. Sage Dr Bldg A	X		X		X	X	X	
West Village Ramble; 301 N. Sage Dr Bldg B	X		X		X	X	X	
West Village Ramble; 301 N. Sage Dr Bldg C	X		X		X	X	X	
West Village Ramble; 301 N. Sage Dr Bldg D	X		X		X	X	X	

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
West Village Solstice; 1890 Tilia St	X		X		X	X	X	
West Village Solstice; 2075 Jade St	X		X		X	X	X	
West Village Solstice; 2120 Jade St	X		X		X	X	X	
West Village Solstice; 2145 Jade St	X		X		X	X	X	
West Village Solstice; 2150 Tilia St	X		X		X	X	X	
West Village Solstice; 1890 Tilia St	X		X		X	X	X	
West Village Solstice; 1855 Jade St	X		X		X	X	X	
West Village Solstice; 220 Celadon St	X		X		X	X	X	
West Village Solstice; 250 Celadon St	X		X		X	X	X	
West Village Solstice; 255 Celadon St	X		X		X	X	X	
West Village Solstice; 225 Celadon St	X		X		X	X	X	
West Village Solstice; 2035 Jade St	X		X		X	X	X	
West Village Solstice; 2040 Tilia St	X		X		X	X	X	
West Village Solstice; 2080 Tilia St	X		X		X	X	X	

Residential Facility	Fire Sprinkler		Fire Alarm System				Fire Separations	
	Full	Partial	Smoke	Duct	Manual Pull	Evac Device	Corridor	Room
West Village Veridian; 1715 Tilia St	X		X		X	X	X	
West Village Veridian; 1605 Tilia St	X		X		X	X	X	
West Village Veridian; 215 Sage St	X		X		X	X	X	
West Village Veridian; 201 Sage St	X		X		X	X	X	
West Village Veridian; 1590 Tilia St	X		X		X	X	X	
West Village Veridian; 1575 Tilia St	X		X		X	X	X	



Fire Drills

Fire drills are conducted in all dormitories once per year. The drills generally occur within one month of the start of fall quarter. The UC Davis Fire Department and Fire Prevention Services conduct the drills in coordination with Student Housing staff. Residents are aware that a fire drill

will take place, but they are not notified in advance of the scheduled date and time of the drill. When the fire alarm is activated, residents are informed that the drill is taking place, and they are required to evacuate the building. When the drill is complete, the Fire Department provides a 5-7 minute safety talk to the residents and staff.

Location/Living Area	Number of Buildings
Cuarto/Dorm	2
Segundo Regan Complex/Dorm	8
Segundo North/Dorm	3
Segundo 5 Story Buildings/Dorm	4
Tercero North/Dorm	3
Tercero Kearney, Laben/Dorm	2
Tercero South/Dorm	7
Tercero East/ Dorm	4
Primero Grove/Apartments	4
Total	37

Fire Statistics

Statistics regarding fires in on-campus student housing facilities for the past three calendar years are provided below. A current list of fires that have occurred in on-campus student housing facilities is available at the Safety Services [website](#). A hard copy is maintained in the reception office of Safety Services, 276 Hoagland Hall, and is available from 8:00 a.m.-5:00 p.m., Monday-Friday.

Residential Facilities	Date	Time	Classification	Cause	Injuries that Required Treatment at Medical Facility	Deaths Related to Fire	Value of Property Damage	Incident Number
Bixby Hall	10/14/18	23:20	Unintentional	Cooking Fire	0	0	\$0	18-0022771
West Village Building A	5/22/18	16:42	Undetermined	Cigarette Fire	0	0	\$0	18-522127
Regan Hall, 2 nd Floor	10/23/17	23:42	Unintentional	Electrical Fire	0	0	\$0	17-1023176
Atrium Bldg, 3 rd Floor	2/6/16	15:11	Unintentional	Cooking Fire	0	0	\$0	16-0206080
200 Celadon St	6/8/16	15:08	Undetermined	Landscape, moved to bldg	0	0	\$600	16-0608144
225 Celadon St	9/30/16	1:38	Unintentional	Cooking Fire	0	0	\$200	16-0930022

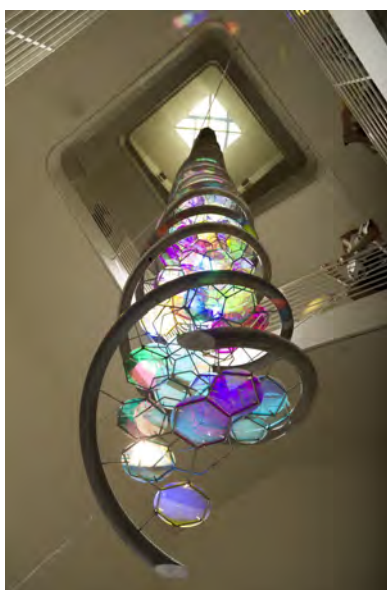
Future Improvements

The following buildings are scheduled for system upgrades:

School Year	System	Action	Building	Building Type
2019/2020	All	Build	Yosemite Hall (Webster Hall Redevelopment)	4-Story Dormitory
2019/2020	All	Build	West Village The Green	9 Apartment Buildings
2019/2020	All	Demolish	Emerson Hall	Dormitory
2019/2020	All	Build	Emerson Hall Redevelopment	3 Dormitory Buildings

Important Contacts

Aggie Hosts	(530) 752-2677
Academic and Staff Assistance Program (ASAP)	(530) 752-2727
Center for Advocacy Resources and Education (CARE)	(530) 752-3299
Family Protection and Legal Assistance Clinic	(530) 752-6532
Harassment and Discrimination Assistance and Prevention Program (HDAPP)	(530) 747-3864
HDAPP Anonymous Report Line	(530) 747-3865
Lesbian, Gay, Bisexual, Transgender, Queer, Intersexual, Asexual Resource Center	(530) 752-2452
Office of Student Support and Judicial Affairs	(530) 752-1128
Ombuds Office	(530) 219-6750
Services for International Students and Scholars	(530) 752-0864
Student Health and Counseling Services	(530) 752-2300
Student Housing	(530) 752-2033
Title IX Office	(530) 752-9466
UC Davis Fire Department	(530) 752-1234
UC Davis Fire Prevention	(530) 752-1493
UC Davis Police—Emergency	911
UC Davis Police—Non-emergency (Davis)	(530) 754-2677
UC Davis Police—Non-emergency (Sacramento)	(916) 734-3841
UC Davis Safe Rides	(530) 752-2677
Women's Resources and Research Center	(530) 752-3372



Appendices

- A. UC Systemwide Policy on Sexual Violence and Sexual Harassment
- B. UC Davis Policy on Sexual Violence and Sexual Harassment (PPM Section 400-20)
- C. Sexual Violence Support Services and Reporting Options brochure





Sexual Violence and Sexual Harassment

[Para la traducción en Español, oprima aquí](#)

[中文版本，請按這裡](#)

[Seksuwal na Karahasan at Sekswal na Panliligalig](#)

Responsible Officer:	Systemwide Title IX Coordinator
Responsible Office:	Systemwide Title IX Office
Issuance Date:	7/31/2019
Effective Date:	7/31/2019
Last Review Date:	7/31/2019
Scope:	This Sexual Harassment and Sexual Violence Policy (“Policy”) applies to all University employees as well as undergraduate, graduate, and professional students (“students”), and third parties. The Policy applies at all University campuses, the Lawrence Berkeley National Laboratory, Medical Centers, the Office of the President, Agriculture and Natural Resources, and to all University programs and activities.

For non-confidential help with sexual violence, sexual harassment, relationship violence, and stalking, contact your Title IX Officer. For confidential help, contact your local CARE Advocate. You can find information on local resources at [Sexual Violence Prevention and Response](http://sexualviolence.universityofcalifornia.edu/get-help/index.html) (<http://sexualviolence.universityofcalifornia.edu/get-help/index.html>). Your options for reporting to agencies outside the University are in Section IV.E.

Contact:	Suzanne Taylor
Title:	Systemwide Title IX Coordinator
Email:	suzanne.taylor@ucop.edu
Phone:	(510) 987-9161

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I. POLICY SUMMARY

The University of California (“University”) is committed to maintaining a community dedicated to the advancement, application and transmission of knowledge and creative endeavors through academic excellence, where all people who participate in University programs, activities and services can work and learn together in an atmosphere free of harassment, exploitation, or intimidation.

Sexual violence, sexual harassment, retaliation, and other behavior prohibited by this Policy interfere with those goals. The University will respond promptly and effectively to reports of such conduct. This includes action to stop, prevent, correct, and when necessary, discipline, behavior that violates this Policy.

This Policy addresses the University’s responsibilities and procedures related to sexual violence, sexual harassment, retaliation, and other prohibited behavior as those terms are defined in this Policy (together, “Prohibited Conduct”) in order to ensure an equitable and inclusive education and employment environment. The Policy defines Prohibited Conduct and explains the administrative procedures the University uses to resolve reports of Prohibited Conduct.

II. DEFINITIONS

A. Consent

Consent is *affirmative, conscious, voluntary, and revocable*. Consent to sexual activity requires of each person an affirmative, conscious, and voluntary agreement to engage in sexual activity.

It is the responsibility of each person to ensure they have the affirmative consent of the other to engage in the sexual activity. Lack of protest, lack of resistance, or silence do not, alone, constitute consent. Affirmative consent must be ongoing and can be revoked at any time during sexual activity.

The existence of a dating relationship or past sexual relations between the Complainant and Respondent will never by itself be assumed to be an indicator of consent (nor will subsequent sexual relations or dating relationship alone suffice as evidence of consent to prior conduct).

The Respondent’s belief that the Complainant consented will not provide a valid defense unless the belief was actual and reasonable. In making this determination, the factfinder will consider all of the facts and circumstances the Respondent knew, or reasonably should have known, at the time. In particular, the Respondent’s belief is not a valid defense where:

1. The Respondent’s belief arose from the Respondent’s own intoxication or recklessness;
2. The Respondent did not take reasonable steps, in the circumstances known to the Respondent at the time, to ascertain whether the Complainant affirmatively consented; or

3. The Respondent knew or a reasonable person should have known that the Complainant was unable to consent because the Complainant was incapacitated, in that the Complainant was:
- a. asleep or unconscious;
 - b. unable to understand the fact, nature, or extent of the sexual activity due to the influence of drugs, alcohol, or medication; or
 - c. unable to communicate due to a mental or physical condition.

Note: Incapacitation is a state beyond drunkenness or intoxication. A person is not necessarily incapacitated merely as a result of drinking, using drugs, or taking medication.

B. Prohibited Conduct

1. Sexual Violence:

- a. Sexual Assault - Penetration:** Without the consent of the Complainant, penetration, no matter how slight, of:
 - the Complainant's mouth by a penis or other genitalia; or
 - the Complainant's vagina or anus by any body part or object.
- b. Sexual Assault - Contact:** Without the consent of the Complainant, intentionally:
 - touching Complainant's intimate body part (genitals, anus, groin, breast, or buttocks);
 - making the Complainant touch another or themselves on any intimate body part; or
 - touching the Complainant with one's intimate body part, whether the intimate body part is clothed or unclothed.

Note: This definition encompasses a broad spectrum of conduct, not all of which is sexual violence. So, the Title IX Officer must sometimes determine whether an allegation should be charged as sexual violence or sexual harassment. (See FAQ #4 for more information.)

Conduct that meets the definition of both *Sexual Assault—Contact* and *Sexual Assault—Penetration* will be charged as *Sexual Assault—Penetration*.

Note: *Sexual Assault—Penetration* and *Sexual Assault—Contact* are aggravated when they include any of the following:

- Overcoming the will of Complainant by:
 - *force* (the use of physical force or inducing reasonable fear of immediate or future bodily injury);
 - *violence* (the use of physical force to cause harm or injury);
 - *menace* (a threat, statement, or act showing intent to injure);

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Sexual Violence and Sexual Harassment

- *duress* (a direct or implied threat of force, violence, danger, hardship, or retribution that is enough to cause a reasonable person of ordinary sensitivity, taking into account all circumstances including age and relationship (including a power imbalance), to do or submit to something that they would not otherwise do); or
- deliberately causing the Complainant to be incapacitated (for example, through drugs or alcohol);
- Deliberately taking advantage of the Complainant's incapacitation (including incapacitation that results from voluntary use of drugs or alcohol); or
- Recording, photographing, transmitting, or distributing intimate or sexual images of Complainant without Complainant's prior knowledge and consent.

c. Relationship Violence:

i. Relationship Violence is:

- physical violence toward the Complainant or a person who has a close relationship with the Complainant (such as a current or former spouse or intimate partner, a child or other relative), or
- intentional or reckless physical or non-physical conduct toward the Complainant or someone who has a close relationship with the Complainant (such as a current or former spouse or intimate partner, a child or other relative) that would make a reasonable person in the Complainant's position fear physical violence toward themselves or toward the person with whom they have the close relationship,

that is by a person who is or has been in a spousal, romantic, or intimate relationship with the Complainant, or who shares a child with the Complainant, *and* that is part of a pattern of abusive behavior by the person toward the Complainant.

- ii. Physical violence is physical conduct that intentionally or recklessly threatens the health and safety of the recipient of the behavior, including assault.
- iii. Patterns of abusive behavior may consist of or include non-physical tactics (such as threats, isolation, property destruction, abuse of pets, economic control, displaying weapons, degradation, or exploitation of a power imbalance).
- iv. The nature of the relationship between the Complainant and Respondent is determined by the length and type of relationship, and the frequency of interaction between them. Relationship violence includes both "dating violence" and "domestic violence."
- v. Conduct by a party in defense of self or another is not Relationship Violence under this Policy. If either party asserts that they acted in defense of self or another, the Title IX Officer will use all available,

relevant evidence to evaluate the assertion, including reasonableness of the defensive actions and which party is the predominant aggressor.

- d. **Stalking:** Repeated conduct directed at a Complainant (for example, following, monitoring, observing, surveilling, threatening, communicating or interfering with property), of a sexual or romantic nature or motivation, that would cause a reasonable person to fear for their safety, or the safety of others, or to suffer substantial emotional distress. Stalking of a non-sexual nature is addressed by other University policies including but not limited to the [Policy on Student Conduct and Discipline Section 102.10](#).

2. Sexual Harassment:

- a. Sexual Harassment is unwelcome sexual advances, unwelcome requests for sexual favors, and other unwelcome verbal, nonverbal, or physical conduct of a sexual nature when:
 - i. *Quid Pro Quo*: a person's submission to such conduct is implicitly or explicitly made the basis for employment decisions, academic evaluation, grades or advancement, or other decisions affecting participation in a University program, activity, or service; or
 - ii. *Hostile Environment*: such conduct is sufficiently severe, persistent or pervasive that it unreasonably denies, adversely limits, or interferes with a person's participation in or benefit from the education, employment or other programs, activities or services of the University, and creates an environment that a reasonable person would find to be intimidating or offensive.
- b. Consideration is given to the totality of the circumstances in which the conduct occurred.
- c. This Policy will be implemented in a manner that recognizes the importance of the rights to freedom of speech and expression and will not be interpreted to prohibit expressive conduct that is protected by the free speech and academic freedom principles discussed in Section III.F.

3. Other Prohibited Behavior:

- a. Invasions of Sexual Privacy.
 - i. Without a person's consent, watching or enabling others to watch that person's nudity or sexual acts in a place where that person has a reasonable expectation of privacy;
 - ii. Without a person's consent, making or attempting to make 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; or
 - iii. Using depictions of nudity or sexual activity to extort something of value from a person.

- b. Sexual intercourse with a person under the age of 18.
- c. Exposing one's genitals in a public place for the purpose of sexual gratification.
- d. Failing to comply with the terms of a no-contact order, a suspension of any length, or any order of exclusion issued under this Policy.
- e. Engaging in Retaliation. Retaliation is an adverse action against a person based on their report or other disclosure of alleged Prohibited Conduct to a University employee or their participation in the investigation, reporting, remedial, or disciplinary processes provided for in this Policy.

An adverse action is conduct that would discourage a reasonable person from reporting Prohibited Conduct or participating in a process provided for in this Policy, such as threats, intimidation, harassment and coercion. Retaliation does not include good faith actions lawfully pursued in response to a report of Prohibited Conduct.

C. Other Definitions:

1. **Complainant:** A person alleged, in a report to the Title IX Officer, to have experienced Prohibited Conduct.
2. **Confidential Resources:** The following employees who receive information about Prohibited Conduct in their confidential capacity:
 - a. CARE Advocates,
 - b. Ombuds,
 - c. Licensed counselors in student counseling centers and in employee assistance programs,
 - d. Any persons with a professional license requiring confidentiality (including health center employees but excluding campus legal counsel), or someone who is supervised by such a person.

Designation as a "Confidential Resource" under this Policy only exempts a person from reporting to the Title IX Officer. It does not affect other mandatory reporting obligations under *UC CANRA (Child Abuse and Neglect Reporting Act) Policy*, the Clery Act as a Campus Security Authority (CSA), and other policies or laws that require reporting to campus or local law enforcement, or Child Protective Services.

3. Interim, Remedial and Supportive Measures.

- a. Interim Measures: Services, accommodations, or other measures put in place temporarily after the Title IX Officer receives a report of Prohibited Conduct to assist or protect the Complainant, the Respondent, or the University community. Interim measures may:
 - remain in place until the final outcome of a Resolution Process (see Section V.A.5) or a subsequent disciplinary or appeal process;

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- change or terminate depending on the parties' evolving needs, as assessed by the Title IX Officer; or
 - become permanent as part of the resolution of a report.
- b. Remedial Measures: Services, accommodations, or other measures put in place as a result of a completed Resolution Process (see Section V.A.5).
- c. Supportive Measures: Services, accommodations or other measures put in place to support a Complainant who is not involved in a Resolution Process (see Section V.A.5).

Examples of services, accommodations, and other measures are in Appendix III. The Title IX Officer will consult with the Complainant and, when appropriate, the Respondent, to identify suitable services, accommodations and other measures.

4. **Location:** "Location" is any University campus, the Lawrence Berkeley National Laboratory, Medical Centers, the Office of the President, and Agriculture and Natural Resources.
5. **Preponderance of Evidence:** A standard of proof that requires that a fact be found when its occurrence, based on evidence, is more likely than not.
6. **Respondent:** A person alleged, in a report to the Title IX Officer, to have engaged in Prohibited Conduct.
7. **Responsible Employee:** Any University employee who is not a Confidential Resource. If a Responsible Employee learns, in the course of employment, that a student may have experienced Prohibited Conduct, they must promptly notify the Title IX Officer or designee. This includes resident assistants, graduate teaching assistants, and all other student employees, when disclosures are made to them in their capacities as employees.

In addition, if any of the following people learn, in the course of employment, that any other person affiliated with the University may have experienced Prohibited Conduct, they must promptly notify the Title IX Officer or designee:

- Campus Police
- Human Resources Administrators, Academic Personnel Administrators, and Title IX Professionals
- Managers and Supervisors including Deans, Department Chairs, and Directors of Organized Research Units
- Faculty members

Despite the above, Responsible Employees need not report possible Prohibited Conduct they learn of while attending a public awareness event, such as "Take Back the Night" (see FAQ #9), or disclosed by someone while participating in human subjects research that has either been approved by an Institutional Review Board (IRB) or certified as exempt from IRB review (see FAQ #10).

III. POLICY TEXT

A. General

The University is committed to maintaining a community free of sexual harassment, sexual violence, retaliation, and other behavior prohibited by this Policy (together, “Prohibited Conduct”). Prohibited Conduct violates this Policy and may violate law. Any person can report conduct that may be Prohibited Conduct. The University will respond promptly and equitably to such reports. This includes appropriate action to stop, prevent, and remedy the Prohibited Conduct and, when necessary, to discipline the Respondent.

Discrimination based on sex (including gender, gender identity, gender expression, sex- or gender-stereotyping, or sexual orientation) violates law and other University policies even when it is not Prohibited Conduct. The University will respond promptly and equitably to reports of such behavior. Such conduct may contribute to the creation of a hostile work or academic environment based on sex. So, when determining whether a Complainant experienced a hostile environment as defined in this Policy, the Title IX Officer will consider other sex-based discrimination in combination with incidents of sexual harassment.

B. Policy Coverage

This Policy covers acts of Prohibited Conduct committed by University students, employees, and third parties (such as contractors, vendors, visitors, guests, patients and volunteers), and acts of Prohibited Conduct committed against students, employees and third parties, when the conduct occurs:

1. on University property;
2. in connection with University employment or in the context of a University employment or education program, activity or service (including, for example, University-sponsored study abroad, research, on-line courses, health services, or internship programs); or
3. off University property and outside the context of a University employment or education program, activity or service, but has continuing adverse effects on—or creates a hostile environment for students, employees or third parties while on—University property or in any University program, activity or service.

Consistent with Section 101.00 of the Policy on Student Conduct and Discipline, if and as specified in implementing campus regulations, this Policy may cover additional Prohibited Conduct by students that occurs off campus.

Not every report of Prohibited Conduct will result in a Resolution Process described in Section V.A.5, even if it is covered by this Policy. Rather, the Title XI Officer will close some reports after making an initial assessment (see Section V.A.4).

C. Conduct that Violates this Policy

This Policy prohibits sexual violence, sexual harassment, retaliation and other prohibited behavior as defined in Section II. Incidents that violate this Policy may occur between:

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- any members of the University community, including faculty and other academic appointees, staff, student employees, students, coaches, doctors, residents, interns, and third parties;
- people in hierarchical relationships and peers;
- people of any gender, gender identity, or sexual orientation; and
- strangers and non-strangers.

People may engage in Prohibited Conduct in person or through other means. This includes electronic media, such as the internet, social networks, cell phones, texts, and other devices or forms of contact.

D. Consensual Relationships

While romantic and sexual relationships between members of the University community may begin as consensual, Prohibited Conduct may occur within such relationships. So, the University will treat a report of Prohibited Conduct that occurs in the context of a consensual relationship as any other report.

Consensual romantic and sexual relationships between members of the University community may create conflicts of interest. So, such relationships between a student and a faculty member or other employee, or between employees, are also subject to other University policies, such as [The Faculty Code of Conduct](#), APM-015.II.A.6 & 7 and local policies.

E. Protection of Complainants, Respondents, and Witnesses

1. **Amnesty:** To encourage reporting, the University will not discipline Complainants or witnesses for student conduct policy violations that occur around the time of alleged Prohibited Conduct unless the University determines the violation was egregious. Examples of egregious violations include conduct that risked someone's health or safety, or involved plagiarism, cheating, or academic dishonesty.

Complainants may be particularly afraid to report Prohibited Conduct when alcohol, drugs, or other intoxicants were involved (for example, when there was underage drinking). This amnesty provision applies to alcohol- and drug-related student violations.

2. **Retaliation:** The University prohibits Retaliation against someone for reporting or participating in a process under this Policy. (See Section II.B.3.e)
3. **Privacy:** The University must balance the privacy interests of people involved in a report of Prohibited Conduct against the need to gather information, ensure a fair process, and stop, prevent and remedy Prohibited Conduct. In this context, the University tries to protect people's privacy to the extent permitted by law and University policies. The University protects the privacy of personally identifiable information per all applicable state and federal privacy laws, and University policies.

F. Free Speech and Academic Freedom

The faculty and other academic appointees, staff, and students of the University enjoy significant free speech protections guaranteed by the First Amendment of the United States Constitution and Article I, Section I of the California Constitution. This Policy is intended to protect members of the University community from discrimination, not to regulate protected speech. This Policy will be implemented in a manner that recognizes the importance of rights to freedom of speech and expression.

The University also has a compelling interest in free inquiry and the collective search for knowledge and thus recognizes principles of academic freedom as a special area of protected speech. Consistent with these principles, no provision of this Policy will be interpreted to prohibit conduct that is legitimately related to the course content, teaching methods, scholarship, or public commentary of an individual faculty member or the educational, political, artistic, or literary expression of students in classrooms and public forums (See APM-010 and 015.)

However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates federal or State anti-discrimination laws.

G. Confidential Resources

People who have experienced Prohibited Conduct may speak confidentially with a Confidential Resource (see Section II.C.2). Confidential Resources are not Responsible Employees and need not report information they receive while acting in their confidential capacity to the Title IX Officer. Disclosures to Confidential Resources while they are acting in their confidential capacity are not “reports” under this Policy and will not, alone, result in any formal University action.

IV. COMPLIANCE / RESPONSIBILITIES

A. Policy Implementation

Executive Officers (the University President, Chancellor, Lawrence Berkeley National Laboratory Director, or Vice President of Agriculture and Natural Resources) can develop supplementary information to support implementation of this Policy. The Systemwide Title IX Director will interpret this Policy consistently and in a way that does not substantively change the Policy.

The Executive Officer at each location must establish and implement local procedures consistent with this Policy. Exceptions to local procedures required by the Policy must be approved by the Executive Officer or designee.

B. Revisions to the Policy

The President approves this Policy and any revisions. The Systemwide Title IX Director may recommend revisions to the Policy consistent with approval authorities and applicable Bylaws, Standing Orders, and Policies of The Regents. The

Systemwide Title IX Director will ensure that the Policy is reviewed regularly and updated in a manner that is consistent with other University policies.

C. Approval of Actions

Actions within the Policy must be approved according to local procedures.

D. Compliance with the Policy

The Executive Officer at each location will designate the local management office that is responsible for monitoring, enforcing, and reporting policy compliance. The Senior Vice President – Chief Compliance and Audit Officer will periodically audit and monitor compliance with the Policy.

E. Additional Enforcement Information

The U.S. Equal Employment Opportunity Commission ([EEOC](#)) and the California Department of Fair Employment and Housing ([DFEH](#)) investigate reports of unlawful harassment, including sexual violence, in employment. The U.S. Department of Education Office for Civil Rights ([OCR](#)) investigates complaints of sexual harassment, including sexual violence, of students and employees in educational programs or activities. These agencies may serve as fact finders and attempt to facilitate the voluntary resolution of disputes. For more information, contact the nearest office of the EEOC, DFEH or OCR.

F. Noncompliance with the Policy

Consequences of engaging in Prohibited Conduct are governed by the [Policy on Student Conduct and Discipline](#); Personnel Policies for Staff Members [62](#), [63](#), & [64](#) pertaining to discipline and separation matters; [The Faculty Code of Conduct \(APM - 015\)](#) and [University Policy on Faculty Conduct and the Administration of Discipline \(APM - 016\)](#); [Non-Senate Academic Appointees/Corrective Action and Dismissal \(APM-150\)](#); and as applicable, collective bargaining agreements, and other policies and procedures. See Section VI and Appendices I & II. Other non-compliance with this Policy may result in educational efforts, employment consequences, or educational consequences up to and including informal counseling, adverse performance evaluations, corrective actions, and termination.

V. PROCEDURES

A. Procedures for Reporting and Responding to Reports of Prohibited Conduct

This section provides an overview of the procedures the University uses to respond to reports of Prohibited Conduct. While the Title IX Officer has responsibility for oversight of the reporting and response processes, other offices at each location will be involved and consulted as necessary. The specific procedures for investigating and resolving complaints of Prohibited Conduct depend on the Respondent's identity and relationship to the University. The Complainant and the Respondent are sometimes referred to together in this section as "the parties."

- Where the Respondent is a student, the procedures are in [Appendix E: Sexual Violence and Sexual Harassment Student Investigation and Adjudication](#)

Framework of the Policies Applying to Campus Activities, Organizations, and Students, and local implementing procedures.

- Where the Respondent is a faculty member, the procedures are in the [Sexual Violence and Sexual Harassment Investigation and Adjudication Framework for Senate and Non-Senate Faculty](#), and local implementing procedures.
- Where the Respondent is a staff member or non-faculty academic employee, the procedures are in the [Sexual Violence and Sexual Harassment Investigation and Adjudication Framework for Staff and Non-Faculty Academic Personnel](#), and local implementing procedures.
- If there is a question about the predominant role of the Respondent, the Title IX Officer will determine which procedure applies based on the circumstances (such as which role predominates in the context of the Prohibited Conduct). Where a Respondent is both a student and an employee, the Respondent may be subject to discipline applicable to both students and employees.
- Where the Respondent is a third party, the Title IX Officer will determine the appropriate manner of resolution consistent with the University's commitment to a prompt and equitable process and applicable law, federal guidance, and this Policy. The University's ability to take appropriate responsive action depends on its relationship and level of control over the third party, if any.
- Where there is no identifiable, individual Respondent (such as where the Complainant alleges Prohibited Conduct by an organization or a Respondent whose identity is unknown, or conduct by multiple people that rises to the level of Prohibited Conduct only when considered in the aggregate), the Title IX Officer may respond per Section V.A.5.d.

1. Reporting

Any person can report Prohibited Conduct, including anonymously. They can report to the Title IX Officer, to any Responsible Employee, or to another appropriate office such as the Academic Personnel Office, Student Affairs, Office of the Provost, or Human Resources Office. The person or office that receives the report must forward it to the Title IX Officer. If the person to whom a report normally would be made is the Respondent, reports may be made to another Responsible Employee or office. Upon receipt of a report of Prohibited Conduct from a Responsible Employee, the Title IX Officer will attempt to contact the Complainant, if known, to inform them of their rights, options, and resources.

2. Timelines for Making Reports

There is no time limit for reporting, and people should report incidents even if significant time has passed. However, the sooner the University receives a report, the better able it is to respond, investigate, remedy, and impose discipline if appropriate.

3. Initial Assessment of a Report / Immediate Health and Safety

As soon as practicable after receiving a report, the Title IX Officer will make an initial assessment, including a limited factual inquiry when appropriate, to determine:

- whether the report on its face alleges an act of Prohibited Conduct as defined in Section II; and
- if so, whether the Prohibited Conduct is covered by this Policy, as described in Section III.B.

The Title IX Officer may consult with other offices as necessary. This may include Academic Personnel Offices for complaints involving faculty and other academic appointees, with Student Affairs Offices for complaints involving students, and with Human Resources or Employee and Labor Relations Offices for complaints involving staff.

The Title IX Officer, in coordination with the Case Management Team (see Section V.B.5.), and in consultation with the Complainant when possible, will:

- make an immediate assessment of the health and safety of the Complainant and the campus community,
- determine and oversee interim measures that are immediately necessary (including no contact orders), and
- provide to the Complainant a written explanation of rights and reporting options (including the right to report to the police), and available campus and community resources.

Also see Location Responsibilities in Section V.B.11 and Appendix III. The Title IX Officer will also inform the Complainant of the range of possible outcomes of the report, including interim, remedial, and supportive measures and disciplinary actions, and of the procedures leading to such outcomes.

4. Closure After Initial Assessment

Not all reports the Title IX Officer receives are reports of Prohibited Conduct that can be resolved through a Resolution Process described below. This includes reports for which the Title IX Officer determines that:

- even if true, the alleged conduct is not Prohibited Conduct;
- the conduct is not covered by this Policy (see Section III.B);
- there is not enough information to carry out a Resolution Process (for example, the identities of the people involved);
- a Complainant's request that no Formal Investigation occur can be honored (see Section IV.A.5.b); or
- there is not enough nexus between the conduct and the University to carry out a Resolution Process (for example, the conduct did not occur in the

context of a University program, activity, or service, and involved only third parties).

The Title IX Officer will close such matters per written guidelines issued by the Systemwide Title IX Office. The Title IX Officer will still, when appropriate, take steps to stop the reported conduct, prevent its escalation or recurrence, and address its effects. Such steps may include, for example, offering resources and supportive measures to the Complainant and providing targeted preventive education (including to the Respondent) and training programs.

When the reported conduct is not Prohibited Conduct (such as stalking or harassment of a non-sexual nature), the Title IX Officer will, if appropriate, refer the matter to another office for review and resolution.

To determine whether there is enough nexus between the conduct and the University to carry out a Resolution Process, the Title IX Officer will consider factors such as:

- where and in what context the Prohibited Conduct allegedly occurred (meaning whether there is a connection between the conduct and University property or a University program, activity or service);
- whether the Complainant or Respondent were University community members when the Prohibited Conduct allegedly occurred;
- whether the Complainant or Respondent were University community members at the time of the report; and
- whether there is information indicating an ongoing threat to the University community.

5. Overview of Resolution Processes

Reports of Prohibited Conduct that are not closed after the Title IX Officer's initial assessment may be addressed through Alternative Resolution, Formal Investigation, a separate employee grievance or complaint process, or Other Inquiry. Each of these is described below.

a. Alternative Resolution

After an initial assessment of the alleged facts, the Title IX Officer may—if the Complainant and Respondent agree—begin an Alternative Resolution process. The Title IX Officer will, if appropriate, begin the process in consultation with other offices depending on whether the Complainant and Respondent are faculty, other academic appointees, staff, student employees, or students. Alternative Resolution may include, among other responses:

- separating the parties;
- providing for safety;
- referring the parties to counseling;

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- mediation (except in cases of sexual violence);
- referral for disciplinary action;
- an agreement between the parties;
- conducting targeted preventive educational and training programs; and
- conducting a follow-up review to ensure that the resolution has been carried out effectively.

Alternative Resolution may be especially useful when:

- a Formal Investigation is not likely to lead to a resolution;
- both parties prefer an informal process; or
- a case involves less serious allegations.

The Title IX Officer has discretion to determine whether the complaint is appropriate for Alternative Resolution, to determine the type of resolution to pursue, and to stop the process at any time before its conclusion and move to a Formal Investigation.

Participation in Alternative Resolution is voluntary, meaning both the Complainant and the Respondent must agree to participate. If Alternative Resolution is selected, the Title IX Officer will provide timely written notice to both parties that:

- the Title IX Officer has begun the process;
- the process is voluntary and will end upon either party's request;
- termination may result in Formal Investigation (see Section V.A.5.b);
- they may be accompanied by an advisor throughout the process; and
- the Title IX Officer will notify both parties of the process's outcome.

The Title IX Officer will oversee the Alternative Resolution process and, if other campus officials are involved in the process, maintain an appropriate level of involvement.

The Title IX Officer will complete the Alternative Resolution process promptly, typically within 30 to 60 business days of notifying the parties in writing of starting the process. However, the Title IX Officer may extend past 60 days for good cause. The Title IX Officer will notify the parties in writing of the reason for any extension and the projected new timeline. The actual time required will depend on the specific circumstances, including the complexity of the allegations and the nature of the alleged conduct. The Title IX Officer will consider, approve, and communicate extensions per written guidelines from the Systemwide Title IX Office.

Once the parties have agreed to the terms of an Alternative Resolution, the University will not conduct a Formal Investigation unless the Title IX Officer determines that the Respondent failed to satisfy the terms of the Alternative

Resolution, or that the Alternative Resolution was unsuccessful in stopping the Prohibited Conduct or preventing its recurrence.

The Title IX Officer will keep records of all reports and conduct addressed through Alternative Resolution.

b. Formal Investigation

The Title IX Officer will begin a Formal investigation when they decide not to close a report after their initial assessment and either (i) Alternative Resolution and Other Inquiry are not appropriate, or (ii) the parties do not agree to participate in Alternative Resolution or it ends before they agree on terms. The Title IX Officer may coordinate the investigation with other offices, depending on the identities of the Complainant and Respondent (that is, faculty, other academic appointees, staff, or students.)

If the Complainant does not want a Formal Investigation, the Title IX Officer will seriously consider this preference. However, the Title IX Officer may determine an investigation is necessary to mitigate a risk to the campus community. If the Title IX Officer begins a Formal Investigation despite the Complainant's request, the Title IX Officer will provide the Complainant with all information required by this Policy unless the Complainant states in writing that they do not want it.

If the Title IX Officer does not begin a Formal Investigation, they will inform the Complainant that this limits possible remedies. The Title IX Officer will nonetheless provide measures as appropriate and consistent with Complainant's privacy and the absence of a Formal Investigation.

When the Title IX Officer begins a Formal Investigation, they will give the parties a written summary of the allegations, the procedures that will be followed, available resources, and this Policy.

- i. *Timeframe.* The Title IX Officer will complete the investigation promptly, typically within 60 to 90 business days of notifying the parties in writing of the charges. However, the Title IX Officer may extend the timeframe past 90 days for good cause. The Title IX Officer will notify the parties in writing of the reason for any extension and the projected new timeline. The actual time required depends on the specific circumstances, including the complexity of the matter and the severity and extent of the alleged conduct. The Title IX Officer will consider, approve, and communicate extensions per written guidelines from the Systemwide Title IX Office.

If the police are also investigating the alleged conduct, the Title IX Officer will coordinate with the police but must nonetheless act promptly without delaying the investigation until the end of the criminal investigation.

- ii. *Disclosure of Information.* The investigation generally includes interviews with the parties and any witnesses, and a review of evidence. The Title IX Officer will share information with witnesses only as reasonably necessary to conduct a fair and thorough investigation. They will also counsel witnesses about keeping information learned through the investigation

private to protect both the people involved and the integrity of the investigation. They will inform witnesses that relevant information they provide and their identities will likely be disclosed to the Complainant and Respondent.

- iii. *Right to an Advisor.* The Complainant and Respondent may have an advisor present when they are interviewed and at meetings. They may have other support persons present under other policies. Other witnesses may have an advisor present at the discretion of the Title IX Officer or as required by University policy or a collective bargaining agreement.
- iv. *Academic Freedom/Merit.* When the investigation implicates academic merit or academic freedom, the Title IX Officer will consult with the appropriate academic officer for relevant academic judgment.
- v. *Initiation of Investigation by University.* The Title IX Officer may choose to begin and conduct a Formal Investigation without a Complainant when there is, for example:
 - information indicating an ongoing threat to the University community;
 - a pattern of alleged sexually harassing conduct toward multiple people by the same Respondent that would, in the aggregate, create a hostile environment (as defined in this Policy) for a reasonable person; or
 - allegations of Prohibited Conduct covered by this Policy in the public realm (such as reports in the news or social media).
- vi. *Administrative Closure.* The Title IX Officer may close a Formal Investigation before completing it if they determine that a significant change in circumstances has so substantially impaired the investigation that they cannot reach reasonably reliable conclusions about whether Prohibited Conduct occurred. The Title IX Officer will still, when appropriate, take steps to stop the reported conduct, prevent its escalation or recurrence, and address its effects. They will also offer resources and supportive measures to the parties.

c. Grievance/Complaint Procedures for Employees

Instead of, or in addition to, reporting to the Title IX Officer or other Responsible Employee, a University employee may file a grievance or complaint. That grievance or complaint must meet all of the requirements, including time limits for filing, under the applicable complaint resolution or grievance procedure listed in *Appendix I: University Complaint Resolution and Grievance Procedures*. Any such grievance or complaint will be forwarded to the Title IX Officer for processing under this Policy, and the grievance or complaint procedure will be held in abeyance pending resolution under this Policy, unless the applicable collective bargaining agreement provides otherwise. After completion of the process under this Policy, the grievance or complaint may be reactivated under the applicable grievance or complaint procedure.

d. Other Inquiry

When a report is not closed after initial assessment yet is not appropriate for Alternative Resolution or Formal Investigation because there is no individual identifiable Respondent over whom the Title IX Officer has jurisdiction, the Title IX Officer will:

- conduct an inquiry to try to determine what occurred, and
- take prompt steps reasonably calculated to stop any substantiated conduct, prevent its recurrence, and, as appropriate, remedy its effects.

Such an inquiry may be appropriate when, for example, the Complainant alleges Prohibited Conduct by an organization, a person whose identity is unknown, or a third party with minimal relationship to the University, or alleges conduct by multiple people that rises to the level of Prohibited Conduct only when considered in the aggregate.

The extent of the inquiry and responsive steps will depend on the specific circumstances. This includes, for example:

- the nature and location of the alleged conduct,
- the University's relationship to the Complainant, and
- the University's relationship to and level of control over the organization or person alleged to have engaged in the conduct.

The Title IX Officer will complete the inquiry promptly (typically within 60 days, unless extended for good cause), and notify the Complainant of the outcome.

e. Notifications and Documentation

When engaging in a Resolution Process provided for in this Section V.A.5, the Title IX Officer will provide written notices to the parties and keep records per guidelines issued by the Systemwide Title IX Office. The guidelines will address, for example:

- information provided to the parties about their rights and options;
- notices provided to the parties at the beginning and end of a process;
- documentation of the parties' agreement to engage in Alternative Resolution;
- documentation of resolutions reached through Alternative Resolution, including documentation to be obtained from any other campus officials involved in the resolution; and
- the types of documentation to be kept at the end of a process.

6. The Investigation Report and Outcome

If a Formal Investigation is conducted, the Title IX Officer will prepare a written report that includes:

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- the factual allegations and alleged policy violations;
- statements of the parties;
- a summary of the evidence;
- an explanation of why any proffered evidence was not considered;
- credibility determinations when appropriate;
- findings of fact; and
- an analysis of whether this Policy was violated.

The report will also include the Title IX Officer's determination of whether the Respondent violated this Policy. However, when the Respondent is a student, the determination is only preliminary. (See [Appendix E: Sexual Violence and Sexual Harassment Student Investigation and Adjudication Framework](#).) In determining whether this Policy was violated, the Title IX Officer will apply the preponderance of evidence standard.

At the end of the investigation, the Title IX Officer will simultaneously provide the parties the Investigation Report. The report may be redacted to protect privacy (see APM-160 and other University policies governing privacy). The Title IX Officer will also inform the parties in writing of the outcome of the investigation and its rationale, and of any available appeal rights.

When the Respondent is a student, the Title IX Officer will inform the parties of their right to contest the investigator's preliminary determination and have a hearing to determine whether this Policy was violated.

7. Remedy

- a. If the University finds Prohibited Conduct, the University will take prompt and effective steps reasonably calculated to stop the violation, prevent its recurrence, and, as appropriate, remedy its effects. For examples of available remedial measures, see Appendix III.
- b. If the remedy has not already been provided, the Title IX Officer will oversee its implementation in consultation with appropriate administrators.

8. Discipline

- a. The Title IX Officer will forward the Investigation Report (with attachments) to the appropriate administrator responsible for possible further action, including discipline.
- b. Any member of the University community who is found to have engaged in Prohibited Conduct may be subject to disciplinary action, up to and including dismissal per the applicable University disciplinary procedure (Appendix II: University Disciplinary Procedures) or other policy.
- c. At the end of any disciplinary proceeding the Complainant and the Respondent will be contemporaneously informed in writing of:

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- the outcome, including the final determination regarding the alleged offense, any discipline, and the rationale for the results;
- any available appeal rights and procedures; and
- any subsequent change to the results and when results become final.

The University tries to finalize and notify parties of disciplinary decisions reasonably promptly per applicable procedures, depending on the severity and extent of the Prohibited Conduct and the complexity of the matter.

B. Location Responsibilities

Each Location must do the following:

1. Designate and provide adequate resources and independence to a Title IX Officer. The responsibilities of the Title IX Officer include, but may not be limited to, the following duties:
 - a. Coordinate compliance with Title IX, including investigations, reports and remedies.
 - b. Coordinate with other responsible units to ensure that interim, remedial, and supportive measures determined necessary by the Title IX Officer are provided.
 - c. Coordinate with other responsible units to ensure that local sexual violence and sexual harassment prevention education and training programs are offered and provided, as required by the Policy.
 - d. Provide educational materials to promote compliance with the Policy and familiarity with local reporting procedures.
 - e. Provide training for University employees who are responsible for reporting or responding to reports of Prohibited Conduct. Provide and track training for investigators and other key members of the Title IX Officer's staff per guidelines issued by the Systemwide Title IX Office.
 - f. Respond promptly and equitably to reports of Prohibited Conduct according to the Policy.
 - g. Keep records of reports of Prohibited Conduct, and any actions taken in response to reports, including records of investigations, resolutions, and disciplinary action, per University records management policies.
 - h. Identify and address any patterns or systemic problems that arise during the review of Prohibited Conduct reports.
 - i. Post on the sexual violence website the names and contact information of the Title IX Officer and of additional designated, trained, sexual harassment or sexual violence advisors.
2. Designate persons who can offer confidential consultations, without reporting the incident to the Title IX Officer, to any member of the University community seeking information, or advice about making a report of Prohibited Conduct.

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Each location will post information about how and where to contact confidential resources on its web site.

People who consult with such confidential resources will be advised that their discussions in these settings are not considered actual reports of Prohibited Conduct and that without additional action by the person, these discussions will not result in any formal action by the University to resolve their concerns.

3. Establish an independent, confidential Advocacy Office for addressing Sexual Violence called *CARE: Advocacy Office for Sexual and Gender-Based Violence and Misconduct*.
4. Provide a “Respondent Services Coordinator” who facilitates fair and equitable services for the Respondent.
5. Establish a response team model consisting of two teams:
 - a. A Case Management Team (CMT) which maintains consistent coordination of reported sexual violence cases, ensures all cases are addressed promptly and equitably, and ensures the response is trauma-informed; and
 - b. A Coordinated Community Review Team (CCRT) responsible for a campus collaborative approach to preventing and addressing sexual violence. The CCRT serves in an advisory capacity to campus leadership and community members about best practices in policies, education, prevention and response to sexual violence.

Note: The requirements of #3, 4, and 5 above are for locations with students only. However, ANR, UCOP, and LBNL should coordinate delivery of these services with associated campuses or affiliated organizations.

6. Provide mandatory annual training and education about Prohibited Conduct and how such conduct can be reported, to all students, faculty, other academic appointees, and staff per applicable State and federal law, and University policies.
7. Offer primary prevention programs and awareness campaigns to the University community to promote ongoing awareness of Sexual Violence. These campaigns will include, but are not limited to, education about the definition of consent, consensual relationships, options for bystander intervention, trauma-informed approaches, and risk reduction awareness information. These programs are to promote behaviors that foster healthy and respectful relationships while also encouraging a safe environment for bystanders to intervene in a potential case of Sexual Violence.
8. Follow University established and approved processes for investigation, adjudication, and discipline.
9. Provide comprehensive, regular training with a trauma-informed perspective for people responsible for responding to reports of Prohibited Conduct, including Advocacy and Respondent services, Alternative Resolution and Formal Investigation processes, and the hearing, remedy, discipline and appeal processes.

10. Publicize a location-specific process for reporting incidents of Prohibited Conduct.
11. Provide written explanation of rights and available options as outlined in this Policy including:
 - a. How and to whom to report alleged violations.
 - b. Options for notifying law enforcement and campus authorities; the right to be assisted by campus authorities in notifying law enforcement, if the Complainant so chooses; and the right to decline to notify such authorities.
 - c. The rights of Complainants regarding orders of protection, no contact orders, restraining orders, or similar orders issued by criminal or civil courts, as well as the University's responsibilities to comply with such orders.
 - d. The importance of preserving evidence that may assist in proving that a criminal offense occurred or in obtaining a protection order.
 - e. Counseling, health assistance, mental health assistance, victim advocacy, legal assistance, visa and immigration assistance, and other services available within both the University and the community.
 - f. Options for, and available assistance to change academic, living, transportation, and working situations, if the Complainant requests and if such options are reasonably available—regardless of whether the Complainant chooses to report alleged conduct to law enforcement.
 - g. Applicable procedures for institutional disciplinary action.
12. Distribute and post this Policy. Each location is required to distribute this Policy to students, faculty, other academic appointees and staff, by such means as websites, student information boards, student handbook, faculty handbook and staff websites and information boards and during training and student orientation.

VI. RELATED INFORMATION

- A. [University of California Standards of Ethical Conduct](#)
- B. [University of California Statement of Ethical Values](#)

Academic Personnel Manual

- A. [Academic Personnel Manual \(APM\) Section 015](#), The Faculty Code of Conduct
- B. [Academic Personnel Manual \(APM\) Section 016, University Policy on Faculty Conduct and the Administration of Discipline](#)
- C. [Academic Personnel Manual \(APM\) Section 035, Affirmative Action and Nondiscrimination in Employment](#)
- D. [Academic Personnel Manual \(APM\) Section 140](#), Non-Senate Academic Appointees/Grievances

- E. [Academic Personnel Manual \(APM\) Section 150](#), Non-Senate Academic Appointees/Corrective Action and Dismissal
- F. [Academic Personnel Manual \(APM\) Section 160](#), Academic Personnel Records/Maintenance of, Access to, and Opportunity to Request Amendment of

Presidential Policies and Guidelines

- A. [University of California Corrective Action PPSM 62](#)
- B. [University of California Investigatory Leave PPSM 63](#)
- C. [University of California Termination and Job Abandonment PPSM 64](#)
- D. [University of California Termination Appointment PPSM II-64](#)
- E. [University of California Complaint Resolution \(Senior Managers\) PPSM II-70](#)
- F. [University of California Complaint Resolution \(Staff Personnel\) PPSM 70](#)
- G. [Personnel Policies for Staff Members 12 \(Nondiscrimination in Employment\)](#)
- H. [University of California Discrimination, Harassment, and Affirmative Action in the Workplace](#)
- I. [Policy on Student Conduct and Discipline](#)
- J. [University of California Policies Applying to Campus Activities, Organizations, and Students](#)
- K. [Student-Related Policy Applying to Nondiscrimination on the Basis of Sex](#)
- L. [Nondiscrimination Policy Statement for University of California Publications Regarding Student-Related Matters](#)
- M. [Business and Finance Bulletin RMP-2: Records Retention and Disposition: Principles, Processes, and Guidelines](#)
- N. [University of California Reporting Child Abuse and Neglect](#)
- O. [University of California Clery Act Policy – Campus Safety and Security Reporting](#)

Federal and State Regulations

- A. [Fair Employment and Housing Act, Gov't Code section 12952](#)
- B. [Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e](#)
- C. [Title IX of the Education Amendments Act of 1972, 20 U.S.C. section 1681](#)
- D. [Violence Against Women Reauthorization Act \(VAWA\) of 2013](#)

VII. FREQUENTLY ASKED QUESTIONS

1. Who can be considered an advisor as described in this Policy?

An advisor may be any person, except a potential witness, who provides the Complainant or Respondent with support, guidance, or advice (including attorneys). The institution cannot limit the choice of an advisor, but may restrict the extent of the

advisor's participation in the proceedings as long as the restrictions apply equally to Complainants and Respondents.

2. What is a “result” or “outcome” of a disciplinary proceeding?

A result or outcome includes a written description of any initial, temporary, and final decision made by any authorized person, which aims to resolve a disciplinary matter. The result must disclose any discipline imposed and the rationale for the result and the discipline.

3. How is “nudity” defined for the purposes of this Policy?

“Nudity” means the absence of an opaque covering which covers the genitals, pubic hair, buttocks, perineum, anus or anal region of any person or any portion of the breasts at or below the areola.

4. Why might some conduct prohibited by this Policy be sexual harassment in some cases but sexual violence or other prohibited behavior in others?

This Policy prohibits a broad spectrum of conduct which may, depending on the circumstances, be appropriately charged as Sexual Harassment, Sexual Violence, or Other Prohibited Behavior. In deciding whether alleged conduct rises to the level of a Policy violation, and which Policy provision to charge, the Title IX Officer may consider both the specific conduct alleged and the surrounding circumstances, like:

- the severity of the conduct;
- where the conduct occurred (for example, a confined space or a public one);
- duration of the conduct;
- any contemporaneous statements or other behavior by the Respondent (for example lewd or threatening gestures, gender-based nonsexual conduct);
- whether contact occurred over or under clothing;
- the relationship between the parties (for example, whether there is a power imbalance);

and other relevant factors. For example, whether the Title IX Officer will charge a Respondent's alleged touching of a Complainant's buttocks as either Sexual Harassment or Sexual Assault – Contact will depend on the specific nature of the touching, and the context in which it occurred. Similarly, a Respondent's alleged publication of sexually explicit photos of a Complainant that is not an Invasion of Sexual Privacy as defined in this Policy might still, depending on the circumstances, be charged as Sexual Harassment.

5. Does Sexual Assault include “rape” and “sexual battery” as those terms are used in the criminal law context?

Yes. The types of conduct prohibited by this Policy include “rape” and “sexual battery” as defined in the California Penal Code. For additional questions about whether a specific type of conduct violates this Policy or the law, please contact your local CARE Advocate, UC Police, or Title IX Officer.

6. Once the outcome of an investigation or disciplinary proceeding under this Policy is disclosed to the parties, can they be asked to keep this information confidential?

The Complainant and Respondent can be advised of the confidential and sensitive nature of personnel and student discipline and other matters that arise under this Policy but should not be restricted from further disclosing the information.

7. Does the University need to conduct a Title IX investigation if a criminal investigation is taking place?

A criminal investigation is intended to determine whether someone violated criminal law. At the end of the criminal process the person may be imprisoned or subject to criminal penalties. The University has a duty under Title IX to resolve complaints promptly and equitably and to provide a safe and nondiscriminatory environment for all community members.

Because the purposes and the standards for criminal and Title IX investigations are different, the termination of a criminal investigation without an arrest or conviction does not affect the University's Title IX obligations. Even if a criminal investigation is ongoing, the University must still conduct its own Title IX investigation.

The University should notify Complainants of the right to file a criminal complaint and should not dissuade Complainants from doing so. Title IX does not require the University to report alleged conduct to law enforcement, but the University may have reporting obligations under laws such as the Clery Act and the California Child Abuse and Neglect Reporting Act (CANRA), and may report alleged conduct per memoranda of understandings between the University and the police.

8. How should the University proceed when campus or local law enforcement agencies (“police”) are conducting a criminal investigation while the University is conducting a parallel Title IX investigation?

If the Respondent's alleged conduct is also the subject of a criminal investigation, the Title IX Officer will coordinate its investigation with the police. The fact-finding portion of a Title IX investigation may be delayed temporarily during the evidence-gathering stage of the criminal investigation. During this delay, the University may put interim measures in place. The length of time for evidence gathering by criminal investigators will vary depending on the specific circumstances of each case.

9. Is the University required to investigate information regarding sexual violence incidents shared by survivors during public awareness events, such as “Take Back the Night”?

Responsible employees are not required to report incidents that they learn of while attending public awareness events, such as “Take Back the Night,” and the University is not required to open investigations based on statements made during such events.

10. Are Responsible Employees required to report disclosures about Prohibited Conduct received in the course of conducting Institutional Review Board–approved or certified exempt human subjects research?

Responsible Employees are not required to report disclosures of Prohibited Conduct made by someone when participating in human subjects research that has either been approved by an Institutional Review Board (IRB) or certified as exempt from IRB review under one or more of the categories in 45 CFR 46.104. When conducting research that is designed, or likely, to elicit information about sexual violence or sexual harassment, researchers are strongly encouraged to provide information about University and community resources to research participants.

Disclosures of incidents of alleged Prohibited Conduct made during a person's participation as a subject in an IRB–approved or certified exempt human subjects research protocol will not be considered notice to the University for purposes of triggering its obligation to investigate. The reporting exemption that this section describes (for disclosures made by a person when participating in IRB-approved or certified exempt human subjects research) does NOT apply to disclosures made to research personnel outside of the course of the research protocol (for example, to faculty during office hours or while providing academic advising).

This reporting exemption does not affect mandatory reporting obligations under federal, state, or local laws, such as the Clery Act and the California Child Abuse and Neglect Reporting Act (CANRA), and other policies or laws that require reporting to campus or local law enforcement, or Child Protective Services.

11. I am covered by a collective bargaining agreement. Does this Policy apply to me?

Yes. However, please note that consequences of non-compliance with this Policy, and relevant complaint resolution, grievance and disciplinary procedures, for employees who are covered by a Memorandum of Understanding with an exclusive bargaining agent are governed by the appropriate collective bargaining agreement.

VIII. REVISION HISTORY

July 31, 2019: Revised version reflecting comprehensive, systemwide review issued

August 14, 2018: Addition of FAQ #10 regarding the obligations of Responsible Employees when conducting Institutional Review Board—approved or certified exempt human subject research.

June 5, 2018: Technical revision: updated contact information.

September 1, 2017: Technical revisions:

- updated the Policy responsible office and contact information
- added links of the Staff and Faculty Adjudication Frameworks to Appendix II: University Disciplinary Procedures.

This Policy was remediated to meet Web Accessibility Content Guidelines (WCAG) 2.0.

November 7, 2016: Deleted the rescinded PPSMs #65, #67 and #71 from the Policy document and updated the FAQs and the links on Appendix I under Academic and Staff Personnel.

January 1, 2016: This Policy updated the processes for reporting and responding to complaints and added a new definition of “responsible employees.”

June 17, 2015: This Policy was updated on an Interim basis effective until December 31, 2015.

February 25, 2014: This Policy was reformatted into the standard University policy template.

As a result of the issuance of this Policy, the following documents are rescinded as of the effective date of this Policy and are no longer applicable:

- University of California Policy on Sexual Harassment, dated February 10, 2006
- University of California Procedures for Responding to Reports of Sexual Harassment, dated December 14, 2004
- University of California Policy on Sexual Harassment and Complaint Resolution Procedures, dated April 23, 1992
- University of California Policy on Sexual Harassment and complaint Resolution Procedures, dated March 10, 1986

Future revisions to this Policy will be circulated under standard procedures for Presidential Policies. The review will include circulation under the standard Academic Personnel Manual (APM) process, with final authority resting with the President.

IX. APPENDICES

Appendix I: Applicable Complaint Resolution and Grievance Policies

Academic Personnel:

Members of the Academic Senate	Senate Bylaw 335
Non-Senate Academic Appointees	APM - 140
Exclusively Represented Academic Appointees	Bargaining Units & Contracts

Students:

[Policies Applying to Campus Activities, Organizations and Students, Section 110.00](#)

Staff Personnel:

Complaint Resolution (Senior Managers)	PPSM II-70
Complaint Resolution (Staff Personnel)	PPSM 70
Exclusively Represented Staff Personnel	Bargaining Units & Contracts
Lawrence Berkeley National Laboratory Employees	Applicable Laboratory policy

All members of the University community:

The [University of California Policy on Reporting and Investigating Allegations of Suspected Improper Governmental Activities \(Whistleblower Policy\)](#) protects the reporting and investigation of violations of state or federal laws or regulations, including sexual harassment.

All University employees and applicants for employment:

The University's Whistleblower Protection Policy provides a complaint resolution process for employees and applicants for employment who have been subjected to retaliation as a result of having made a protected disclosure under the Whistleblower Policy or refused to obey an illegal order.

Appendix II: University Disciplinary Policies and Procedures

The following are the University's disciplinary policies and procedures:

- A. [The Faculty Code of Conduct \(APM - 015\)](#) (as approved by the Assembly of the Academic Senate and by The Regents) Establishes the ethical and professional standards which University faculty are expected to observe.

Because the forms of unacceptable behavior listed in The Faculty Code of Conduct also apply to sexual violence or sexual harassment, a violation of the University's Policy on Sexual Harassment and Sexual Violence may be a violation of the Faculty Code of Conduct. The [University Policy on Faculty Conduct and the Administration of Discipline \(APM - 016\)](#), as approved by the Assembly of the Academic Senate and by The Regents, outlines sanctions and disciplinary procedures for faculty.

The [Sexual Violence and Sexual Harassment Senate and Non-Senate Faculty Adjudication Framework](#) sets forth the University's procedures for resolving complaints of sexual violence and sexual harassment where the Respondent is a member of the University faculty.

- B. Provisions of the policy on [Non-Senate Academic Appointees/Corrective Action and Dismissal \(APM - 150\)](#) (non-exclusively represented academic appointees) and collective bargaining agreements (exclusively represented academic appointees) allow for corrective action, investigatory leave, or dismissal for conduct which violates University policy.

The [Sexual Violence and Sexual Harassment Investigation and Adjudication Framework for Staff and Non-Faculty Academic Personnel](#) sets forth the University's procedures for resolving complaints against non-Senate academic appointees subject to APM-150.

- C. [Appendix E: Sexual Violence and Sexual Harassment Student Investigation and Adjudication Framework](#) of the Policies Applying to Campus Activities, Organizations, and Students sets forth the University's procedures for resolving complaints of sexual violence and sexual harassment where the parties are both students, including the discipline of students found in violation of University policy. See also, the policy on Student Conduct and Discipline.

D. Provisions of the [Personnel Policies for Staff Members](#), and the Lawrence Berkeley National Laboratory personnel policies (applicable to non-exclusively represented staff employees), and collective bargaining agreements (applicable to exclusively represented staff employees) prohibit conduct that violates University policy for sexual violence or sexual harassment and provide for disciplinary action for violating University policy.

- [PPSM-62: Corrective Action](#)
- [PPSM-63: Investigatory Leave](#)
- [PPSM-64: Termination and Job Abandonment](#)
- [PPSM II-64: Termination of Appointment](#)

The [Sexual Violence and Sexual Harassment Investigation and Adjudication Framework for Staff and Non-Faculty Academic Personnel](#) sets forth the University's procedures for resolving complaints where the Respondent is University personnel other than faculty.

Appendix III: Interim, Remedial, and Supportive Measures

When determining interim, remedial, and supportive measures, the Title IX Officer will assess how much the University can protect the parties' privacy while also ensuring the measures are effective. The Title IX Officer will explain to the parties any limits on protecting their privacy.

In determining interim measures specifically, the Title IX Officer will tailor the measures to the circumstances of each case, reevaluate the effectiveness and need for the measures as circumstances change, minimize burdens on the parties, and avoid depriving the parties of educational and employment opportunities as much as practicable. In addition to interim, remedial and supportive measures, the Title IX Officer may take other actions to stop reported conduct, prevent its escalation or recurrence, and address its effects.

Examples of services, accommodations, and other available measures include:

i. Campus Services Generally:

Academic, employment, and other support including tutoring, counseling, disability services, health and mental health services, family planning services, survivor advocacy, housing assistance, legal assistance, referral to employee assistance program, information about the right to report a crime to campus or local law enforcement, and written materials prepared by the Title IX Officer pursuant to V.B of the Policy.

ii. Measures Available to Employees, Including Academic, Staff and Student Employees:

Change to a different workstation, schedule, work location, unit, department, or position for which the employee is qualified provided that, in the case of a Complainant the change is voluntary and equitable.

iii. Training and Education of the Respondent:

The Respondent may be required to undergo training, including sexual harassment prevention training, anger management training, and periodic refresher classes.

iv. Campus Services Modified:

- If a campus service is not generally available or a fee is imposed, access may be arranged or fees waived when appropriate.
- Comprehensive, holistic survivor services including additional medical, counseling and academic support services.
- Any other accommodations or interim measures that are reasonably available once a Complainant has requested them.

v. Additional Educational Measures for Students:

- Change advisors, composition of dissertation committee, class sections and similar schedule adjustments.
- Arrange extra time to complete academic requirements of a class or program, or to re-take a class or withdraw from a class, without an academic or financial penalty if the University delayed such accommodations after it reasonably should have known of the violation.
- Review any disciplinary actions taken against the Complainant subsequent to the alleged violation to determine whether there is a causal connection between the violation and the Complainant's misconduct.

vi. No Contact Options:

- Complainant and Respondent Options:
 - The Title IX Officer will ensure the parties have been notified of options to avoid contact and assist them in changing, as appropriate, living, transportation, dining, and working situations, or academic and extracurricular activities;
 - Assist the parties in applying for no contact orders; and
 - Arrange for escort services to ensure that the parties can move safely to work, classes, and activities.
- Respondent's Restrictions:
 - Allow the Complainant to take regular sections of courses while arranging for the Respondent to take the courses online or through independent study;
 - Moving the Respondent to a different residence hall or work space;
 - Forbidding the Respondent to participate in specific athletic or extracurricular events or social clubs (including fraternities or sororities);
 - Requiring that the Respondent observe no contact orders from the Complainant for a period of time (up to the Complainant's graduation or other departure from the campus) via work scheduling or class changes;

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- Prohibiting the Respondent from attending classes for a period of time, transferring the Respondent to another campus, or putting the Respondent on investigatory leave; and
- Excluding the Respondent from the campus or workplace.

vii. Other Measures Devised by the Title IX Officer or Other Administrator.

Chapter 400, Campus Climate

Section 20, Sexual Violence and Sexual Harassment

Date: 4/1/16, rev. 3/17/17, 9/8/17

Supersedes: reinstates policy deleted on 1/4/16

Responsible Department: Office of the Provost and Executive Vice Chancellor

Source Document: UC Policy on Sexual Violence and Sexual Harassment

I. Purpose

- A. This section provides guidance to those who believe they have been subject to sexual violence or sexual harassment, or have been accused of sexual violence or sexual harassment, as defined by the [UC Policy on Sexual Violence and Sexual Harassment](#), and describes the University's actions to address those complaints through administrative channels.
- B. This policy supplements the UC Policy on Sexual Violence and Sexual Harassment. To the extent this policy is inconsistent with the UC Policy on Sexual Violence and Sexual Harassment, the UC policy controls.

II. Policy

- A. The University is committed to creating and maintaining a community where all individuals who participate in University programs and activities can work and learn together in an atmosphere free of sexual violence and sexual harassment.
- B. When allegations of sexual violence or sexual harassment are brought to the University's attention, those allegations are promptly reviewed and addressed under the UC Policy on Sexual Violence and Sexual Harassment.
- C. This policy applies to allegations that occur:
 - 1. on University properties;
 - 2. in connection with University programs; or
 - 3. off-campus or outside of University programs when the alleged conduct affects the complainant's employment or access to University educational programs, or that would violate other policies had it occurred on campus.
- D. Violations of this policy will be handled following the appropriate adjudication and disciplinary procedures (see VIII.A, below).
- E. Employees who are in or enter into a consensual relationship with another employee where they have supervisory, decision-making, oversight, evaluative, or advisory responsibilities, must follow the reporting guidelines set forth in [Section 380-13](#).
- F. No provision of this policy is interpreted to prohibit conduct that is legitimately related to:
 - 1. course content, teaching methods, scholarship, or public commentary of an individual faculty member; or
 - 2. the educational, political, artistic, or literary expression of students in classrooms or public forums.
- G. However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates federal or state anti-discrimination laws.

III. Prohibited Conduct

- A. The following conduct is prohibited by this policy:
1. Sexual harassment
 2. Sexual violence
 - a. Sexual assault, including penetration and other sexual contact
 - b. Relationship violence, including domestic violence and dating violence
 - c. Stalking
 3. Invasion of sexual privacy
 - a. Viewing, allowing others to view, recording or photographing nudity or sexual acts without consent where the individual(s) viewed, recorded or photographed has a reasonable expectation of privacy
 - b. Extorting something of value from a person by using recordings or photographs of that person's nudity or sexual activity
 4. Exposing one's genitals in a public place for the purpose of sexual gratification
 5. Sexual intercourse with a person under the age of 18
 6. Failure to comply with a no-contact order, a suspension of any length, or any order of exclusion issued under the UC Policy on Sexual Violence and Sexual Harassment
 7. Retaliation
- B. Specific definitions of prohibited activities are provided in the [UC Policy on Sexual Violence and Sexual Harassment](#).

IV. Consent and Incapacitation

- A. An affirmative, conscious, voluntary agreement by each participant to engage in sexual activity is required in order to gain consent.
- B. Consent is revocable and can be withdrawn at any time during the activity.
1. Affirmative consent must be ongoing throughout the sexual activity.
 2. The existence of a dating relationship or past sexual relations between the parties alone is not an indicator of consent.
 3. A subsequent dating relationship or sexual relations alone are not indicators of consent for prior conduct.
- C. Consent is not possible when the complainant is incapacitated.
- D. The respondent's belief that the complainant consented is not a valid excuse where:
1. the respondent's belief arose from the respondent's own intoxication or recklessness,
 2. the respondent did not take reasonable steps to ascertain whether the complainant affirmatively consented, or
 3. the respondent knew or should have known the complainant was incapacitated.
- E. Additional information regarding the definitions of consent and incapacitation is available in the [UC Policy on Sexual Violence and Sexual Harassment](#).

V. Options for Consultations and Reporting

A. Confidential consultations

1. Individuals seeking confidential assistance or support related to prohibited activities may consult with the following departments:
 - a. Center for Advocacy Resources and Education (CARE) (530-752-3299); (<http://care.ucdavis.edu>).
 - b. Academic and Staff Assistance Program (ASAP) (530-752-2727; 916-734-2727) (<http://www.hr.ucdavis.edu/ASAP/>, <http://www.ucdmc.ucdavis.edu/hr/hrdepts/asap/>).
 - c. Student Health and Counseling Services (SHCS) (530-752-0871); (<https://shcs.ucdavis.edu/counseling-services>).
 - d. Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual Resource Center (LGBTQIARC) (530-752-2452); (<http://lgbtqia.ucdavis.edu/>).
 - e. Ombuds Office (530-219-6750); (<http://ombuds.ucdavis.edu/>).
 - f. Women's Resources and Research Center (WRRRC) (530-752-3372); (<http://wrrc.ucdavis.edu/>).
2. Disclosures to these departments will not automatically lead to an investigation or other University response unless the individual chooses to make an official report as described below.

B. Official reporting to the University

1. Individuals who wish to report behavior that may be considered prohibited conduct under this policy, including third-party or anonymous reports, may report the behavior to the following:
 - a. The Sexual Harassment Officer (SHO) (Davis campus, 530-747-3864 UC Davis Health, 916-734-5335).
 - b. The Title IX Officer (530-752-9466).
 - c. Any responsible employee (identified in VI.C, below).
2. Responsible employees who are made aware of any behavior that may be considered prohibited conduct must report the behavior to the SHO, the Title IX Officer, or their offices.
3. All reports of sexual harassment and sexual violence are reviewed by the Title IX Officer and SHO to determine the appropriate University response. The University generally responds either by alternative resolution or by initiating a formal investigation. Both processes are discussed in more detail in section V.A.4 of the [University of California Sexual Violence and Sexual Harassment Policy](#).
4. Reporting prohibited conduct to the University will not automatically lead to a criminal report or criminal investigation; individuals who wish to pursue a criminal investigation into sexual assault, dating violence, domestic violence, or stalking must report the incident to the appropriate police department.
5. Additional information regarding reporting and University response to sexual violence complaints is available at <http://sexualviolence.ucdavis.edu>.

VI. Roles and Responsibilities

A. Title IX Officer

1. Develops and implements procedures for prompt and effective responses to reports of sexual violence and sexual harassment.
2. Oversees a prompt and equitable response to reports of prohibited conduct.
3. Initiates formal investigations into prohibited conduct.
4. With the SHOs, identifies and addresses any patterns or systemic problems that arise during the review of complaints of prohibited conduct.
5. Ensures the University offers prevention education and awareness programs to all incoming students and new employees, and ongoing training to the University community.
6. Ensures all individuals conducting formal investigations or hearings on sexual violence issues receive annual training related to sexual violence.

B. SHOs

1. Plan and manage sexual violence and sexual harassment prevention education and training programs to ensure:
 - a. Wide dissemination of this policy to the University community.
 - b. Educational and training materials to promote compliance with the policy and familiarity with campus reporting procedures.
 - c. Coordination of training required by state law and University policy.
2. Receive reports of prohibited conduct and ensure that timelines, procedures, rights, and remedies are met.
3. Coordinate and implement the alternative resolution process.
4. Ensure that individuals making reports receive notifications as required by V.A.3 of the [UC Policy on Sexual Violence and Sexual Harassment](#).
5. In accordance with University records retention policies, maintain records of reports of prohibited activities and actions taken in response to reports, including records of investigations, alternative resolutions, and disciplinary action as appropriate.
6. Maintain accurate contact information for the SHOs and Sexual Harassment Advisors on the website (<http://hdapp.ucdavis.edu/resources/index.html>).

C. Responsible Employees

1. Individuals are identified as Responsible Employees as follows:
 - a. With regard to student complaints of prohibited conduct, all University employees (including student employees) who are not confidential resources as identified in section V.A. and who in the course of employment receive information that a student has been subjected to prohibited conduct are Responsible Employees.
 - b. With regard to all other reports of prohibited conduct, the following are identified as Responsible Employees:
 - 1) Campus Police
 - 2) Human Resource Administrators, Academic Personnel and Title IX Professionals

- 3) Managers and supervisors including Deans, Department Chairs, Directors of Organized Research Units and other academic appointees with managerial responsibilities.
 - 4) Faculty members.
2. Responsible Employees are responsible for all of the following:
 - a. Supporting and contributing to a work or educational environment free from all forms of harassment or discrimination.
 - b. Immediately consulting with the SHO or Title IX Officer following notice of prohibited conduct.
 - c. In consultation with the SHO or Title IX Officer, implementing appropriate interim actions.
 - d. Participating in training as required by University policy and state law.
 3. Responsible employees who fail to forward reports of prohibited conduct may be subject to corrective action, including potential disciplinary action.
- D. Title IX Investigators
1. Act as neutral fact-finders in conducting a full, fair, and thorough investigation into prohibited conduct as charged by the Title IX Compliance Officer.
 2. Complete investigations in a timely manner.
 3. Request extension when needed for good cause, in order to complete a full, fair, and thorough investigation.
 4. Participate in annual training on sexual violence.
- E. The Director—Student Judicial Affairs is responsible for imposing disciplinary sanctions on students who are found responsible for violating this policy.
- F. The Chief Human Resources Officer is responsible for overseeing the disciplinary process when a staff member is found in violation of this policy.
- G. The Vice Provost—Academic Affairs is responsible for overseeing the disciplinary process when a faculty member or a non-faculty academic appointee is found in violation of this policy.
- H. CARE
1. Provides support services to complainants, including but not limited to:
 - a. Confidential crisis intervention.
 - b. Accompanying the complainant to forensic medical examinations.
 - c. Accompanying the complainant to investigation interviews and hearings.
 - d. Assisting the complainant with securing no-contact orders or restraining orders.
 - e. Providing referrals to other campus and community services.
 2. Coordinates with Harassment Discrimination Assistance Prevention Program to provide training and prevention programs.
- I. Respondent Service Coordinator
1. Facilitates fair and equitable services for the respondent.

2. Provides information regarding the University's administrative processes to the respondent.
 3. Makes referrals to appropriate campus and community resources.
- J. Sexual Harassment Advisors
1. Serve as additional resources to the campus for advising on matters of sexual harassment.
 2. Respond to questions about this policy.
 3. Provide copies of the policy on request.
 4. Provide information about complaint resolution options.
 5. Notify the SHO of reports of prohibited conduct.
- K. Case Management Teams
1. Sexual Violence Case Management Team (SVCMT)
 - a. The SVCMT meets at least biweekly to coordinate timely responses to allegations of sexual violence and student-student sexual harassment, and to monitor such allegations through the resolution process.
 - b. Members of the SVCMT include the Title IX Officer, the SHO from the Davis campus, and representatives from, CARE, the Office of Student Support and Judicial Affairs, the UC Davis Police Department and Campus Counsel.
 2. Sexual Harassment Case Management Team (SHCMT)
 - a. The SHCMT meets regularly to coordinate timely responses to employee allegations of sexual harassment and to monitor such allegations through the resolution process.
 - b. Members of the SHCMT include the Title IX Officer; the SHOs; and representatives from Human Resources, Academic Affairs, and other members as required.
- L. Campus Community Review Team (CCRT)
1. The CCRT meets at least quarterly and serves in an advisory capacity to campus leadership and community members about best practices in policies, education, prevention and response to sexual violence.
 2. The CCRT is composed of campus and community stakeholders involved in sexual violence response and prevention efforts.

VII. Further Information

- A. The Harassment & Discrimination Assistance and Prevention Program (HDAPP) provides information and assistance to the Davis campus (530-747-3864, <http://hdapp.ucdavis.edu>); the Office of Equal Opportunity, Sexual Harassment, Mediation and Support Services provides information and assistance to UC Davis Health (916-734-5335; <http://www.ucdmc.ucdavis.edu/hr/hrdepts/DiscResources/SHresources>).
- B. CARE is a confidential resource that provides information and assistance regarding sexual violence and sexual harassment to students, staff, faculty, and other University affiliates (530-752-3299; <http://care.ucdavis.edu>).
- C. The following agencies may serve as neutral fact finders to facilitate the voluntary resolution of disputes between parties. Contact information for the nearest office is available on the agencies' websites.

1. The federal [Equal Employment Opportunity Commission \(EEOC\)](#) and the [California Department of Fair Employment and Housing](#) investigate complaints of discrimination, including unlawful sexual harassment in employment.
2. The [U.S. Department of Education Office for Civil Rights](#) investigates complaints of discrimination, including unlawful sexual harassment of students in educational programs or activities.

VIII. References and Related Resources

A. Disciplinary frameworks and procedures:

1. [Policies Applying to Campus Activities, Organizations, and Students, Section 100.00, Policy on Student Conduct and Discipline.](#)
2. [UC Davis Administration of Student Discipline.](#)
3. [Investigation and Adjudication Framework for Senate and Non-Senate Faculty.](#)
4. [Investigation and Adjudication Framework for Staff and Non-Faculty Academic Personnel.](#)
5. [Academic Personnel Manual:](#)
 - a. [Section 016, University Policy on Faculty Conduct and the Administration of Discipline and UCD 016, Procedures for Faculty Discipline.](#)
 - b. [Section 150, Non-Senate Academic Appointees/Corrective Action and Dismissal.](#)
6. [Personnel Policies for Staff Members, Policy and UCD Procedure 62, Corrective Action.](#)
7. [UC Collective Bargaining Agreements.](#)

B. Office of the President:

1. [University of California Policy on Sexual Violence and Sexual Harassment.](#)
2. [Policies Applying to Campus Activities, Organizations, and Students, Section 110.00, Policy on Student Grievance Procedures.](#)

C. Title VII of the Civil Rights Act of 1964, 42 US Code 2000e et seq.

D. EEOC Guidelines on Discrimination Because of Sex, 29 CFR 1604.11.

E. Title IX, Educational Amendments of 1972, 20 US Code 1681 and 1687.

F. Title IX Regulations, 34 CFR Part 106.

G. California Fair Employment and Housing Act, Government Code 12900 et seq.

H. UC Davis Policy and Procedure Manual:

1. [Section 320-20, Privacy of and Access to Personal Information.](#)
2. [Section 380-13, Near Relatives and Consensual Relationships.](#)
3. [Section 380-17, Improper Governmental Activities/Whistleblower Protection.](#)
4. [Section 400-01, Freedom of Expression.](#)
5. [Section 400-15, Complaints of Discrimination and Harassment.](#)

I. Academic Personnel Manual:

1. [Section 010, Academic Freedom.](#)

2. [Section 015, Faculty Code of Conduct](#) and [UCD-015, Procedures for Faculty Misconduct Allegations](#).
 3. [Section 035, Affirmative Action and Nondiscrimination in Employment](#).
 4. [Section 140](#) and [UCD-140, Non-Senate Academic Appointees/Grievances](#).
- J. [Academic Senate Bylaw 335](#) and [Davis Division Bylaw 87](#).
- K. [Personnel Policies for Staff Members](#):
1. [Policy and UCD Procedure 12, Nondiscrimination in Employment](#).
 2. [Policy and UCD Procedure 70, Complaint Resolution](#).
- L. [Resident Medical Staff Personnel Policy and Procedure](#):
1. Policy 200, Nondiscrimination.
 2. Policy 440, Grievances.
- M. [UC Davis Principles of Community](#).

Sexual Violence Support Services and Reporting Options

The University of California is committed to creating and maintaining a community where all individuals who participate in University programs and activities can work and learn together in an atmosphere free of harassment, exploitation, or intimidation. The University prohibits sexual violence, including sexual assault, dating violence, domestic violence and stalking; such behavior violates University policy and may also violate the law.

UC Davis takes all complaints of sexual violence very seriously. The safety and well-being of our students, faculty, and staff are among the University's highest priorities. Anyone who has been affected by sexual violence, whether on or off campus, is encouraged to utilize the support services listed here.

You have the right to choose whether you want to report an incident of sexual violence to the University, to local law enforcement agencies, to either or to both. You also have the right not to file a report. This handout provides a brief description of reporting options and the resources available for support regardless of whether you choose to report the incident.

UC Davis does not discriminate on the basis of race, color, national origin, religion, sex, gender identity, pregnancy (including pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, age, medical condition (cancer related or genetic characteristics), ancestry, marital status, citizenship, sexual orientation, or service in the uniformed services (includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services) status as a Vietnam-era veteran or special disabled veteran, in accordance with all applicable state and federal laws, and with University policy. As required by Title IX, the University of California, Davis, does not discriminate on the basis of sex in its educational programs, admissions, employment, or other activities.

Inquiries related to Title IX and to Section 34 CFR § 106.9 may be referred to the Title IX Coordinator: Wendi Delmendo / Mrak Hall, Fifth Floor / One Shields Ave, Davis, CA 95616 / 530-752-9466 / wjdelmendo@ucdavis.edu

Inquiries may also be directed to: Assistant Secretary for Civil Rights of the Department of Education / San Francisco Office / U.S. Department of Education / 50 Beale Street, Suite 7200 / San Francisco, CA 94105-1813 / 415-486-5555 / OCR.SanFrancisco@ed.gov



SEXUAL VIOLENCE SUPPORT SERVICES AND REPORTING OPTIONS



Support Services Available On and Off-Campus

Confidential campus resources:

CARE (Center for Advocacy, Resources and Education)
530-752-3299 care.ucdavis.edu
CARE is the advocate office for sexual and gender-based violence and sexual misconduct. CARE provides free, confidential crisis intervention, advocacy and accompaniment services to any survivor of sexual harassment, sexual assault, intimate partner violence, or stalking, regardless of their decision to formally report the matter. The CARE unit serves in an advocacy role for your interests and needs, and will discuss rights, options and procedures regarding safety planning, reporting, academic and financial aid assistance, housing, transportation and employment accommodations, and counseling and medical needs. Services are available to UC Davis students, staff, academic appointees, and faculty.

Counseling Services
530-752-2349 shcs.ucdavis.edu/services/counseling.html
Counseling Services offers free, confidential short-term individual counseling to all registered UC Davis students.

ASAP (Academic & Staff Assistance Program)
530-752-2727 www.hr.ucdavis.edu/worklife-wellness/ASAP
ASAP offers free, confidential assessment, intervention, consultation and referral services to all UC Davis faculty, staff and their immediate families.

WRRC (Women's Resources and Research Center)
530-752-3372 wrrc.ucdavis.edu
The WRRC spaces, programs, and services are open to all. The WRRC offers confidential support and referrals on a wide range of topics, including sexual assault and dating violence.

LGBTQIA (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual Resource Center)
530-752-2452 lgbtqia.ucdavis.edu
The LGBTQIA Resource Center provides an open, safe, inclusive and confidential space and community for all individuals.

Office of the Ombuds
530-219-6750 ombuds.ucdavis.edu
The UC Davis Ombuds Office is a confidential, independent, impartial, and informal problem-solving and conflict management resource for all members of the UC Davis campus community.

Family Protection and Legal Assistance Clinic
530-752-6942
law.ucdavis.edu/clinics/family-protection-clinic.html
The Family Protection and Legal Assistance Clinic provides free legal representation to victims of domestic violence seeking restraining orders in Yolo and Sacramento County.

ASUCD Legal Services
530-752-1990 asucd.ucdavis.edu/units/legal-services
ASUCD legal services provide each UC Davis undergraduate student a free fifteen minute consultation with an attorney.

Additional campus resources (non-confidential)
HDAPP (Harassment & Discrimination Assistance and Prevention Program)
530-747-3864 hdapp.ucdavis.edu
Anonymous Call Line: 530-747-3865
HDAPP assists individuals and campus units with resolving sexual harassment, sexual violence and discrimination complaints. HDAPP can help you understand what your options are and connect you with other support services and resources. You may consult with HDAPP anonymously if you choose. However, if you provide identifying information about yourself or the person who engaged in the sexual harassment or sexual violence, the University may have an obligation to take action.

Office of Student Support and Judicial Affairs
530-752-1128 sja.ucdavis.edu
The Office of Student Support and Judicial Affairs serves the campus by enforcing student conduct standards and by upholding student rights and responding to student grievances.

Title IX Officer: Wendi Delmendo
530-752-9466 wjdelmendo@ucdavis.edu
The Title IX Officer is responsible for coordinating the University's response to reports of sexual violence and sexual harassment.

Off-campus confidential resources:

Empower Yolo
530-662-1133 or 916-371-1907 empoweryolo.org
Empower Yolo provides confidential crisis intervention, advocacy and accompaniment services to survivors of violence in Yolo County.

Women Escaping a Violent Environment, (WEAVE)
916-920-2952 or 866-920-2952 (toll free)
www.weaveinc.org
WEAVE is the primary provider of crisis intervention services for survivors of domestic violence and sexual assault in Sacramento County.

My Sister’s House
916-428-3271 www.my-sisters-house.org
My Sister’s House provides culturally specific domestic/dating violence services to the Asian/Pacific Islander community.

Non-citizens who experience sexual violence may need specialized assistance with concerns related to their immigration status. These resources may be able to help:

Services for International Students and Scholars
530-752-0864 siss.ucdavis.edu (non-confidential)

Center for International Education
530-757-8686
cie.ucdavis.edu/general-information/center-international-education-visa-information (non-confidential)

California Rural Legal Assistance Foundation, Inc.
916-446-7904 www.crlaf.org (confidential)

Catholic Charities of Sacramento, Inc. – Centro Guadalupe Immigration Program
916-443-5367
www.catholiccharitiessacramento.org (non-confidential)

Opening Doors, Inc.
916-492-2591 www.openingdoorsinc.org
(non-confidential)

Reporting Sexual Violence to the University
You can report an incident of sexual harassment or sexual violence to the University by contacting the Harassment & Discrimination Assistance and Prevention Program (HDAPP) at 530-747-3864. If you would like a victim advocate to accompany you when making a report, you may also contact the Center for Advocacy, Resources and Education (CARE) at 530-752-3299.

Formal University Investigation
Most allegations of sexual violence that are reported to the University are investigated. If an investigation is warranted, the University’s Title IX Officer will appoint a University investigator. Both you and the accused individual will be notified of the investigation, and each of you will have the same rights during it, including, but not limited to, the right to: (1) be accompanied by an adviser of your choice at any investigatory interview, and (2) be simultaneously informed in writing of the outcome of the investigation.

The University investigator will separately meet with you, the accused individual, and other potential witnesses, to gather information. When the fact-gathering portion of the investigation is complete, the investigator will prepare and submit a report addressing whether the allegations are substantiated and make either a recommendation or finding on whether University policy was violated. For allegations against students, the Office of Student Support and Judicial Affairs makes the final determination on whether University policy was violated. For allegations against staff and faculty, the investigators determine whether University policy was violated. If there is a finding of a policy violation, disciplinary action is considered according to the procedures described in the appropriate policy (see Appendix II of the UC Sexual Violence and Sexual Harassment Policy, <http://policy.ucop.edu/doc/4000385>). The investigation report may be used as evidence in disciplinary hearings. The University will simultaneously inform both you and the accused (1) of the procedures and deadlines associated with any disciplinary proceeding; (2) the outcome of the proceeding; (3) the procedures and deadlines for appealing the outcome, if applicable, (4) any change to the outcome of the disciplinary action before the action becomes final, and (5) when the action becomes final.

If there is a finding of no violation of University policy, the matter will be closed if the accused is a staff or faculty member. If the accused is a student, you will have the option to appeal the decision. In all cases, necessary measures will continue to be taken to ensure that you feel safe.

Reporting to Law Enforcement
You may report an incident to law enforcement at any time. In the event of an emergency where you need immediate assistance, dial 9-1-1 to be connected with the nearest police department. If there is no emergency, you can file a police report in the jurisdiction where the assault occurred. You can reach the UC Davis Police Department at 530-754-2677 (campus) or (916) 734-2555 (UCD Medical Center), or the City of Davis Police Department at 530-747-5400. A victim advocate from CARE can assist you with filing a police report with any jurisdiction.

Interim Protections
Whether you choose to report the incident or not, you are encouraged to contact CARE where all intervention services are confidential, free, and available to any UC Davis student, staff, or faculty. A victim advocate can discuss protective measures you may want to consider, which may include the following:

- Obtaining orders of protection, no contact orders, restraining orders, or similar lawful orders issued by criminal or civil courts. These orders would be honored both on and off-campus and the victim advocate could assist with making any necessary accommodations to enforce an order.
- Creating a plan to limit or prevent contact between you and the other person. This may include making changes to class, work situations, transportation, or housing arrangements for you or the accused, regardless of whether the crime is reported to campus police or local law enforcement.
- Taking steps to increase your sense of safety and security while you continue with your classes, work and other activities.

Depending upon the circumstances of the case, the University may consider other interim measures. If the accused is a student and if the circumstances warrant it, the University may decide that an interim suspension is necessary.

Confidentiality
The University will protect the privacy of everyone involved in a report of sexual harassment and sexual violence to the greatest degree possible under the law and University policy. All University employees, including student employees, are required to report all incidents of sexual harassment and sexual violence against students to the Title IX Office. Additionally, certain University officials – supervisors, faculty, coaches and other officials – are required to report all incidents of sexual harassment and sexual violence. If you prefer to seek assistance that will not lead to a report, consider talking with one of the

University’s confidential resources before making an official complaint. Confidential resources for the campus include CARE, Counseling Services, ASAP, WRRC, LGBTQIA, and the Ombuds Office.

Timing and Preservation of Evidence
If you decide you would like to report an incident, you are encouraged to file a report as soon as possible. Delays in reporting may make gathering evidence more difficult which may in turn affect criminal prosecutions and University investigations. Regardless of whether the incident is reported to the police, it is important to seek immediate medical attention, even if there is no evidence of serious injury. A medical examination is important to check for sexually transmitted diseases or other infection/injuries, and for pregnancy. A CARE advocate can help you find an appropriate medical provider.

You are encouraged to preserve all physical evidence if you are a victim of sexual assault (i.e. do not bathe, douche, change clothing, clean the bed/linen/area where assault occurred). If the sexual assault happened within 5 days, you may have the option to have an evidentiary exam in order to collect evidence of the assault. The CARE victim advocate can help you to arrange this exam even if you have not decided whether you want to report the incident.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, pictures, logs or other copies of documents that may be useful to University investigators or police.

Additional Information
The following resources provide more information on sexual harassment and sexual violence:

- Website for information on sexual assault, domestic violence, dating violence and stalking, <http://sexualviolence.ucdavis.edu>
- Website for Center for Advocacy Resources and Education (CARE), <http://care.ucdavis.edu>
- Website for Harassment and Discrimination Assistance and Prevention Program (HDAPP), <http://hdapp.ucdavis.edu>
- The UCD sexual violence and sexual harassment policy PPM 400-20, <http://manuals.ucdavis.edu/ppm/400/400-20.pdf>

