CONFIDENTIAL CAMPUS RESOURCES

The offices noted below provide confidentiality. A report to these resources does not constitute official notice to the University about potential policy violations. Without additional action by the individual, discussions with members of these offices will not result in any action by the University to resolve the expressed concerns.

ACADEMIC & STAFF ASSISTANCE PROGRAM (ASAP)
http://hr.ucsb.edu/asap/
Student Affairs & Administration Services Bldg (SAASB), Room 3101
805-893-3318
ASAP offers counseling services for faculty & staff.

CAMPUS OMBUDS
www.ombuds.ucsb.edu
1205-K Girvetz Hall
805-893-3285
The Ombuds offers confidential, impartial, informal, and independent resource for conflict resolution for students, faculty & staff.

COUNSELING AND PSYCHOLOGICAL SERVICES (CAPS)
www.counseling.sa.ucsb.edu/
Building 599
805-893-4411
CAPS offers counseling services primarily for students.

CAMPUS ADVOCACY RESOURCES & EDUCATION (CARE)
www.sa.ucsb.edu/women
Women’s Center, 1220 Student Resource Bldg (SRB) 805-893-4613
CARE provides education about & response to sexual assault, abusive relationships and stalking.

ONLINE RESOURCES

CAMPUS RESOURCES

UC Policy on Sexual Harassment and Sexual Violence
http://policy.ucop.edu/doc/4000385/SVSH

Online Training for Teaching Assistants and Graduate Students
https://oeosh.ucsb.edu/titleix/training/ta.and.graduate.student.sexual.harassment.prevention/

Instructor-led AB1825 Training Schedule for Supervisors/Faculty
https://www.learningcenter.ucsb.edu

GOVERNMENT RESOURCES

U.S. Equal Employment Opportunity Commission (EEOC)
www.eeoc.gov

California Department of Fair Employment and Housing (DFEH)
www.dfeh.ca.gov

U.S. Department of Education Office of Civil Rights (OCR)
www2.ed.gov/about/offices/list/ocr/index.html

SEXUAL VIOLENCE, SEXUAL HARASSMENT & OTHER PROHIBITED BEHAVIOR

TITLE IX AND SEXUAL HARASSMENT POLICY COMPLIANCE OFFICE

3211 Phelps Hall
(805) 893-2701
https://oeosh.ucsb.edu/titleix/

April 2016
The University of California is committed to creating and maintaining a community dedicated to the advancement, application and transmission of knowledge and creative endeavors through academic excellence, where all individuals who participate in University programs and activities can work and learn together in an atmosphere free of harassment, exploitation, or intimidation. Every member of the community should be aware that the University prohibits sexual violence and sexual harassment, retaliation, and other prohibited behavior (“Prohibited Conduct”) that violates law and/or University policy.

### Title IX and Sexual Harassment Policy Compliance Office

**Ariana Alvarez**, Director & Title IX Officer  
**Brian Quillen**, Lead Principal Investigative Analyst  
**Stephanie Yahyavi**, Principal Investigative Analyst  
**Kristen Gibson**, Senior Investigative Analyst  
**Courtney Brunasso**, Investigative Analyst  
**Carol Saucedo**, Senior Training Analyst  
**Rachel Conklin**, Response Team Coordinator

We provide assistance in preventing, resolving & investigating complaints of sexual harassment and discrimination. Every effort is made to protect the privacy of all involved individuals to the extent required by law and policy.

We respond to these concerns in an impartial and responsible manner in order to address the offensive, unwelcome, or illegal behavior. We also provide education about sexual harassment to prevent inappropriate and unwelcome sexual and gender-related conduct.

If you have any concerns or questions, please call 893-5410 or visit us at https://oeosh.ucsb.edu/titleix/

### Defining Sexual Harassment and Sexual Violence

**Sexual Violence:**

**a. Sexual Assault - Penetration:** Without the consent of the Complainant, penetration, no matter how slight, of the vagina, anus, or mouth by a penis; or the vagina or anus by any body part or object.

**b. Sexual Assault - Contact:** Without the consent of the Complainant, touching an intimate body part (genitals, anus, groin, breast, or buttocks) (i) unclothed or (ii) clothed.

**Note:** As this definition encompasses a broad spectrum of conduct, not all of which constitutes sexual violence. The Title IX Officer will determine whether the allegation should be treated as sexual violence or sexual harassment. For more information about aggravated sexual assault criteria, please review the policy.

### Relationship Violence:

**i. Dating Violence:** Conduct by a person who is or has been in a romantic or intimate relationship with the Complainant that intentionally, or recklessly, causes bodily injury to the Complainant or places the Complainant in reasonable fear of serious bodily injury. The nature of the relationship between the Complainant and Respondent is determined by the length, type, and frequency of interaction between them.

**ii. Domestic Violence:**

- **a. Sexual Assault:** Sexual assault is an act committed by a person who is or has been in a relationship with the Complainant and involves contact or contact with the Complainant's child. The Complainant's child is a person under 18 years of age or a person over 18 years of age who is a ward of the court.

**b. Sexual Harassment:** 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; or

- **ii. Hostile Environment:** such conduct is sufficiently severe 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.

**b. Consideration is given to the totality of the circumstances in which the conduct occurred.** Sexual harassment may include incidents:

- **i. between any members of the University community, including faculty and other academic appointees, staff, student employees, students, coaches, residents, interns, and non-student or non-employee participants in University programs (e.g., vendors, contractors, visitors, and patients);**

- **ii. in hierarchical relationships and between peers; and**

- **iii. between individuals of any gender or gender identity.**

**c. This Policy shall be implemented in a manner that recognizes the importance of the rights to freedom of speech and expression and shall not be interpreted to prohibit expressive conduct that is protected by the free speech and academic freedom principles discussed in Section III.F.**

### 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 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.**