

RESPONDING TO STUDENT SEXUAL VIOLENCE AND SEXUAL HARASSMENT

SEXUAL VIOLENCE includes sexual assault, dating and domestic violence and stalking. (see below)
Please refer to the Title IX website for more detailed definitions. <https://oeosh.ucsb.edu/titleix/>

SEXUAL HARASSMENT is unwelcome verbal, non-verbal or physical conduct of a sexual nature that is so severe and/or pervasive that it creates a hostile work or learning environment for a reasonable person.

SEXUAL ASSAULT is any form of sexual contact made without consent.

DATING VIOLENCE is conduct that intentionally or recklessly causes bodily injury or fear of injury to a current or former romantic or intimate partner.

DOMESTIC VIOLENCE is conduct that intentionally or recklessly causes bodily injury or fear of injury to a current or former spouse, intimate partner or parent of a shared child.

STALKING is a pattern of unwanted attention of a sexual or romantic nature or motivation that would cause a reasonable person to fear for their safety.

Consent is a clear and conscious “yes” - not just the absence of a “no”. Consent is affirmative, voluntary, and revocable. Consent cannot be given when a person is incapacitated by drugs and/or alcohol.

Responsible Employees are any University employee who is not a Confidential Resource and who receive, in the course of employment, information that a student has suffered sexual violence, sexual harassment or other prohibited behavior. Responsible Employees must promptly notify the Title IX Office.

WHEN A STUDENT DISCLOSES TO YOU:

Be clear about your obligation to report. Be sure that the student is aware that you are a Responsible Employee before they disclose. If they choose not to disclose, refer to a Confidential Resource. Although you have a duty to make a Title IX report, it is important that you make every effort possible to preserve the student’s privacy and regard this as a sensitive matter.

Listen with empathy. Let the student know they are not to blame for the assault. You can say something simple and kind, like: *“Thank you for telling me.”*

Support them and respect their decisions. Remember, you are not an investigator— you do not need to gather information or tell the student what they *“should”* or *“must”* do. Instead, try phrases like: *“When you are ready, there is help available.”*

Refer the student to CARE. CARE is a confidential resource for students and will not result in any action by the University. Tell the student: *“CARE is a free, Confidential Resource on campus. I can give you their number, call them with you, or walk you over to their office.”*

Report to Title IX. Please call (805) 893-5410 or visit <https://www.oeosh.ucsb.edu/titleix>. Tell the student: *“I am obligated to submit a report to the Title IX office about this. You can also make a report to Title IX or talk to them about your rights as a student.”*