

UCSC Title IX Quick Guide

Title IX Office UC Santa Cruz

titleix.ucsc.edu

Isabel Alvarado Dees, JD
Title IX Officer
she/her/ella

titleIX@ucsc.edu
(831) 459-2462

Sexual Violence & Sexual Harassment



Prevention, Education & Compliance

Supportive measures in education & the workplace

Coordinated Response to concerns & reports of Sexual Violence & Sexual Harassment

Complaint Resolution including Formal Investigation & Alternative Resolution

VAWA Accommodations

Gender Equity & Access



Strategies for increasing diversity in recruitments & retention

Gender Inclusive practices in pedagogy, supervision, & service philosophy

Employment & Academic support during Pregnancy (gestation or termination)

Lactation Room Access/Maps & Accommodations

LGBTQIA+



Response to Harassment & Bullying on the basis of Gender Identity & Gender Expression

Instances of sexual violence & harassment where respondent(s) & complainant(s) are gender queer &/or of the same gender

Employment & Academic support during gender affirmation process

All gender restrooms Access/Map



CONSULTATION & INTERVENTION

The Title IX Office is available for consultation, collaboration & referral on programs, policy, or issues of concern. If you have any questions or need assistance, please contact UCSC's Title IX Office. Call (831) 459-2462 or e-mail titleIX@ucsc.edu

TRAININGS WORKSHOPS PRESENTATIONS

SVSH Policy

- Prohibited Conduct
- Investigation Process
- Adjudication Frameworks
- Process Overview
- Support Person Training
- Responsible Employee Requirements
- Trauma Informed Practices

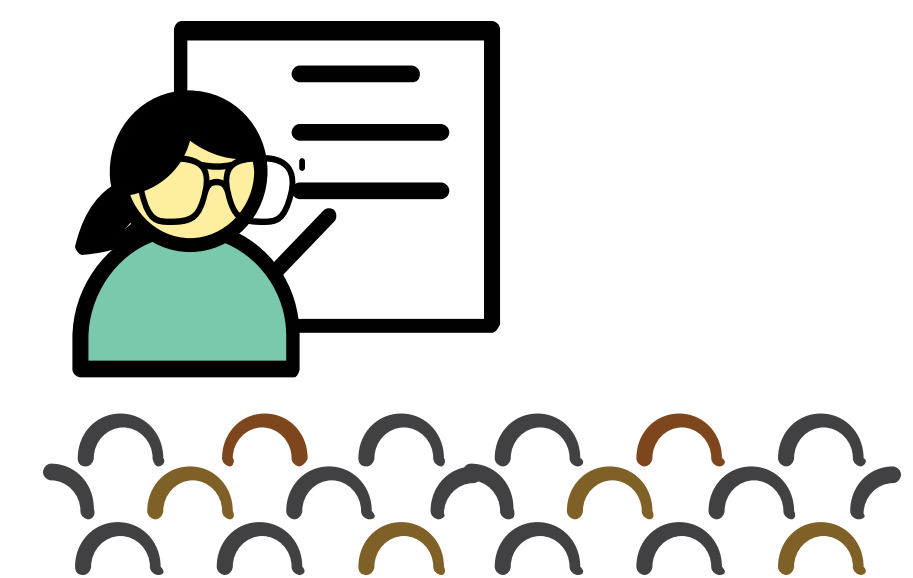
* Title IX creates custom trainings, workshops & content upon request after consultation.

Prevention

- Bystander training
- Creating a Culture of Inclusion
- Creating a Culture of Consent
- Receiving Disclosures
- Dealing with "Difficult"

Graduate Students

- Tips & Tools: TAing while Grad Student
- Prevention Practices in Pedagogy
- Ethics Training



Climate

- Title IX: It's about Equity & Inclusion
- Listening Sessions
- Facilitated Climate Discussion
- Process Debrief
- Community Healing Circles
- Meet & Greet



COMMENTS, FEEDBACK & SUGGESTIONS

The Title IX Office welcomes feedback. Share your thoughts: TitleIX@ucsc.edu



REPORTING

All UC employees are considered “responsible employees,” which means that you are obligated to report any Title IX concern to the Title IX Office.

- Report immediately – we must respond once a Responsible Employee has notice of sexual harassment or misconduct.
 - Actual Notice– reported to you, even by a third party; you witnessed it
 - Indirect Notice–from flyers posted on campus, media, online postings, videos; disclosed through assignments, applications, appeals
 - Constructive Notice– information we should have known (based on rumors, general knowledge, “everyone knows”)
- Be prepared to make modifications in your area that may be necessary for safety or interim measures, but only after coordinating with the Title IX Office.
- Supervisors may have a role in adjudication and/or referral for performance management of staff and student employee matters.
- Request consultation with Title IX if you are unsure if you need to report.
- Stay current on required trainings.
- Provide Resources

be clear and upfront about your role as a "MANDATED REPORTER"

If you feel someone is going to disclose it is best to interrupt and be transparent about your obligation to report.

You can say something like:

“I am sorry to interrupt. I appreciate the trust you are placing in me and want to make sure that before you share your story you know that I am required by University policy to report the details to the Title IX Office.

If you want to talk about an experience of sexual violence or harassment, CARE advocates are a confidential resource that you can use.

I can connect you with CARE or we can report to Title IX together.

Title IX will review the report and will reach out to you with resources and options.”

Access online reporting link at

TITLEIX.UCSC.EDU

CONFIDENTIAL RESOURCES

CARE Advocate Office
 (831) 502-2273 (9 to 5 pm, M-F on-campus)
 Email: care@ucsc.edu
 care.ucsc.edu

Counseling and Psychological Services (CAPS)
 (831) 459-2628 (24-hour hotline)
 caps.ucsc.edu

Employee Assistance Program
 (866) 808-6205 (24-hour hotline)
 shr.ucsc.edu/benefits/ eap

Monarch Services
 (888) 900-4232 (24-hour hotline)
 monarchscc.org

REPORTING OPTIONS

Title IX Office
 (831) 459-2462
 Access online reporting link at
 titleix.ucsc.edu

UC Santa Cruz Police Department
 (831) 459-2231, x 1
 Email: police@ucsc.edu
 police.ucsc.edu