Title IX/Sexual Harassment Office
Who is UCR’s Title IX Coordinator (Officer)?

Debbie Artis, Director (Officer)
Surge Building 349
(951) 827-7070
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Staff:
Sara Aguirre - Title IX Investigator
Sonia Zamora – Administrative Assistant
Responsibilities of the Title IX Coordinator (Officer)

- Coordinating University compliance with Title IX obligations
- Ensuring the Title IX prohibited conduct ends
- Ensuring the safety of the impacted student, employee and community
- Preventing the Title IX conduct from reoccurring
- Identifying and addressing patterns and/or problems
What conduct is prohibited by Title IX?

Title IX prohibits discrimination on the basis of gender (sex). Title IX prohibits sexual violence conduct which includes sexual harassment, sexual assault, dating violence, domestic violence, and stalking.
Sexual Violence

- Sexual Violence are crimes that may be reported to campus or local law enforcement agency.

- Both women and men can be victims of sexual assault, dating violence, domestic violence, and stalking.

- Sexual Assault – is the actual, attempted or threatened unwanted sexual act, whether by an acquaintance or by a stranger, accomplished against a person’s will by means of force (expressed or implied), violence, duress, menace, fear or fraud, or when a person is incapacitated or unaware of the nature of the act, due to unconsciousness, sleep and/or intoxicating substance.
Sexual Violence Continued...

- **Sexual Harassment** - Unwelcome conduct of a sexual nature. Includes verbal and non-verbal behaviors and actions.

- **Dating Violence** - A pattern of abusive behaviors used to exert **power** and **control** over a partner. This violence can be physical, sexual, emotional, spiritual, economic, or psychological.

- **Domestic Violence** - 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.

- **Stalking** - A pattern of behavior that makes you feel afraid, nervous, harassed or in danger. A person may repeatedly contact you, follow you, send you things, talk to you when you don’t want them to, or threaten you.
UCR Staff and Faculty Legal Obligations

- Staff and faculty who are made aware of an incident of sexual harassment, sexual assault, dating violence, domestic violence or stalking are legally **obligated** to **report** the incident to the Title IX /Sexual Harassment Office (Title IX Coordinator/Officer).
- If you know the name of the victim and parties involved, they MUST be disclosed when you report to the Title IX Coordinator/Officer.
- Reports that are any interaction that involved an employee or a third party; student v. student.
- The victim of the violence is assured support and assistance in securing physical and emotional resources, and accommodation to ensure that academic progress is not hindered.
When Title IX/Sexual Harassment Office is made aware of a report of Sexual Violence, the University Must...

- Give notice to the parties of the grievance procedures, including where complaints may be filed;
- Provide adequate, prompt, and impartial investigation of complaints, including the opportunity for both parties to present witnesses and other evidence;
- Give notice to parties of the outcome of the complaint; and
- Provide steps to prevent recurrence of any harassment and to correct its effects on the complainant and others, if appropriate.
Video: 20/20 Campus Confidential

Female student learns her boyfriend sexually assaulted her while she was asleep.

What to do if someone discloses to you...

After a disclosure of sexual violence is made concerning a victim or accused...

- Take it seriously
- Listen and do not try to investigate on your own - leave that to the experts
- Thank student, faculty or staff for sharing
You have an obligation to report

What to say:

“I am here for you and will listen to what you have to say. I have an obligation to report and information you share with me may need to be disclosed to other university officials. I will only share this information with someone who can help.”
What to do if someone discloses to you...

- Offer confidential support services such as the Campus Advocate, Rhonda Dixon (951) 827-6225
- Let them know the Campus Advocate will contact them
- Following conversation, immediately contact Title IX/Sexual Harassment Office (951) 827-7070
Important Title IX Facts

- The survivor/complainant and the accused/respondent must be UCR students or employees, or have some nexus to UCR
  1. Students include: applicants and accepted students.
  2. The incident must have occurred during their time at UCR.
  3. This includes summer, winter and spring break; any time they were an enrolled UCR student or employee.

- Title IX reporting responsibilities include on and off campus incidents, as long as there is some nexus to UCR (e.g., athletic events, internships, field trips, any sponsored event)

- The reporting responsibility extends to information learned indirectly, i.e. third or fourth hand
Summary

- As employees, your main duty is to report any disclosure of an incident of sexual assault, dating violence, domestic violence, stalking and sexual harassment to Title IX/Sexual Harassment Office.

- We recommend that you also make the person aware of resources available to them, such as the Campus Police, Campus Advocate, the Counseling Center, Office of the Ombuds, the Student Health Center, Women’s Resource Center, Lesbian, Gay Bisexual & Transgender Resource Center (LGBT).

- It’s important to let the complainant know that they will have control over the process, that the people involved will respect their wishes as much as possible, and that only those who need to know about the incident will be informed.

- Do not promise confidentiality or agree to keep the disclosure to yourself, but assure the person that their situation will be handled and they will be consulted throughout the process.
Campus Resources

**Reporting Offices:**
- UCR Police Department
  911 or (951) 827-5222
- Title IX/Sexual Harassment Office
  (951) 827-7070
- Student Conduct & Academic Integrity Programs
  (951) 827-2428
- Labor Relations
  (951) 827-3641

**Confidential Offices:**
- Campus Advocate (CARE)
  (951) 827-6225
- Faculty & Staff Assistance Program
  (951) 781-0510 or (800) 266-0510
- Student Counseling Center
  (951) 827-5531
- Office of the Ombuds
  (951) 827-3213
Off Campus Resources

Riverside Area Rape Crisis Center
(951) 686-7273
24-Hour Crisis Line

Alternative to Domestic Violence
(951) 320-1370 Office (951) 683-0829 24-hour Crisis Line

City of Riverside Police Department
911 or (951) 353-7200
Questions?