WHAT DOES TITLE IX COVER?

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:
- Quo 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
- 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.

SEXUAL VIOLENCE
Sexual violence may consist of any of the following acts:
- 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.
- 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.
- 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.
- Domestic Violence: Conduct by a current or former spouse or intimate partner of the Complainant; or a person with whom the Complainant shares a child in common, that intentionally, or recklessly, causes bodily injury to the Complainant or another, or places the Complainant or another in reasonable fear of serious bodily injury.
- Stalking: Repeated conduct directed at a Complainant (e.g., following, monitoring, observing, surveilling, threatening, communicating or interfering with property), that would cause a reasonable person to fear for their safety, or the safety of others, or to suffer substantial emotional distress.

OTHER PROHIBITED BEHAVIOR
- Invasions of sexual privacy.
- Sexual intercourse with a person under the age of 18.
- Exposing oneself in a public place for the purpose of sexual gratification.
- Failing to comply with the terms of a No Contact Order, a suspension of any length, or any order of exclusion issued under the SVSH Policy.

REPORTING OPTIONS

FILE A COMPLAINT WITH THE TITLE IX OFFICE
The UCR Title IX Office is responsible for responding to reports of sexual harassment, sexual violence, and other prohibited behavior on behalf of the University. The Title IX Office will take appropriate action to prevent, to correct, and when necessary, discipline behavior that violates law and/or the SVSH Policy. Please file an online complaint at https://titleix.ucr.edu/reporting.html

FORMAL INVESTIGATION
Trained neutral fact-finding investigators will thoroughly investigate allegations to determine if a violation of the SVSH Policy has occurred based on the preponderance of the evidence provided.

INTERIM PROTECTIVE MEASURES
Interim protective measures are available to individuals requesting assistance including, but not limited to, the following:
- No Contact Order
- Housing assistance
- Academic support
- Safety planning
- Alternative work arrangements
- Cease and Desist letters

LET'S TALK ABOUT CONSENT
Consent is affirmative, conscious, voluntary, and revocable. Consent to sexual activity requires of both persons 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 a dating relationship alone suffice as evidence of consent to prior conduct).

RETAILATION
Retaliation is strictly prohibited and will be treated as a separate violation under the SVSH Policy. As defined by the SVSH Policy, retaliation includes threats, intimidation, reprisals, and/or adverse employment or educational actions against a person based on their report of conduct prohibited by the SVSH Policy or participation in the investigation, report, remedial, or disciplinary processes.

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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 harassment and sexual violence and will respond promptly and effectively to all reports. The University will take appropriate action to prevent, to correct, and when necessary, discipline behavior that violates the University of California Policy on Sexual Violence and Sexual Harassment.

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

CAMPUS RESOURCES
Campus Advocacy Resources Education (CARE) Advocate*
(951) 827-3213 | care.ucr.edu | advocate@ucr.edu
UC Riverside Police Department
3500 Canyon Crest Drive
(951) 827-5222 | police.ucr.edu
Office of the Ombuds*
388 & 390 Surge Building, Third Floor
(951) 827-3213 | ombuds.ucr.edu

OFF-CAMPUS RESOURCES
Riverside Police Department
(951) 354-2007
The Riverside Area Rape Crisis Center*
1845 Chicago Ave., Suite A
24-hour phone: (951) 686-RAPE (7273)
Alternatives to Domestic Violence*
(951) 683-0821
Riverside County Family Justice Center
(951) 959-4100

ADDITIONAL RESOURCES FOR STUDENTS
• Counseling and Psychological Services (CAPS)*
Veitch Student Center, North Wing
(951) 827-5531 | counseling.ucr.edu
(Counselors available 24/7)
• Respondent Services Coordinator for Students
(951) 827-4105
• Student Affairs Case Management
Costo Hall, 126
(951) 827-5000
• Student Health Center
Veitch Student Center
(951) 827-3031

ADDITIONAL RESOURCES FOR FACULTY & STAFF
• Respondent Services Coordinator for Faculty/Staff
(951) 827-5086
• Faculty & Staff Assistance Program (FSAP)*
(951) 781-0510
UC Human Resources Department
1201 University Ave., Suite 208
(951) 827-5060

*CONFIDENTIAL—except as noted by law, program staff/faculty, are not required to report incidents of sexual violence to the Title IX Coordinator or designee without consent of the survivor.

WHO SHOULD YOU CONTACT?
UCR Title IX Office
Brooke Chang, Director/Title IX Officer
349 Surge Building
Phone: 951-827-7070
Email: titleix@ucr.edu
Web: titleix.ucr.edu

RESPONSIBLE EMPLOYEES
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 shall 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 shall notify the Title IX Officer or designee:

• 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)
• Faculty members

Please file an online Responsible Employee incident report at https://titleix.ucr.edu/reporting.html