

CONFIDENTIALITY, ANONYMITY AND RETALIATION PROTECTION

for UCR employees who may have experienced sexual violence, sexual harassment, retaliation or other prohibited conduct

UCR understands it can be difficult to come forward and report sexual harassment, or any other conduct prohibited by the [UC Policy on Sexual Violence and Sexual Harassment](#) (SVSH Policy). This resource document has information about how UCR's Office of Title IX, Equal Opportunity & Affirmative Action (Title IX/EOAA) and the UCR Police Department handle all reports with the utmost discretion, to protect the privacy of those involved. This document also explains protections from retaliation. This document is part of a series of resources for UCR employees, all available [online](#).

Confidentiality. The University protects personally identifiable information in accordance with all applicable state and federal privacy laws, and University policies. If Title IX/EOAA is responding to a report, we will carefully balance the privacy interests of those involved against the need to gather information, ensure a fair process, and stop, prevent and remedy the alleged conduct. Depending on the action Title IX/EOAA takes, some information may be shared either with other UCR Offices or, if there is a resolution process, with the other party. **We will consult with you, the Complainant, and answer questions about confidentiality.**

Anonymous Reporting. Anyone can file a report **anonymously**—without identifying themselves—with [Title IX/EOAA](#) or [UCPD](#). The “Importance of Preserving Evidence and Reporting Options” resource document has more information about how to report.

Retaliation is Prohibited. The SVSH Policy protects you from retaliation. Retaliation is an adverse action against a person based on their report or other disclosure of sexual harassment (or any other violation of the SVSH Policy) to a University employee or their participation in campus resolution processes. An adverse action is conduct that would discourage a reasonable person from reporting or participating in a process provided for in this Policy, such as threats, intimidation, harassment and coercion. This prohibition also protects witnesses and others who participate in a resolution process.

Title IX/EOAA takes steps to prevent retaliation, such as issuing no contact orders when appropriate.

Retaliation will be treated as a separate violation under the UC SVSH Policy, and any student or employee who engages in retaliation may be subject to discipline. Please inform us (Title IX/EOAA) right away if you believe you have experienced retaliation. To learn more about retaliation, review the [Title IX/EOAA FAQs](#).