

THE RIPPLE EFFECT

***SEXUAL HARASSMENT
AFFECTS US ALL***



WHAT IS SEXUAL HARASSMENT?

Sexual harassment can be defined as **unwanted sexual attention or behavior** which negatively affects the work or learning environment. In some cases, this occurs when a person in a position of power uses that power **to coerce a subordinate into providing sexual favors**. The imbalance of power creates a situation in which the subordinate does not feel free to say “no.” Some examples of this type of behavior include:

- ✓ unwanted, repeated requests for dates
- ✓ offering employment or educational benefits in exchange for personal attention
- ✓ repeated attempts to turn a professional relationship into a personal one

In some instances of sexual harassment, there is behavior of a sexual nature in the workplace or learning environment which creates **an intimidating, offensive or hostile environment** that disrupts people’s ability to do their job or learn. This behavior may occur between peers or between people with unequal power. Some examples of this type of behavior include:

- ✓ sexual jokes and innuendo, including in email and texting
- ✓ unwanted, repeated requests for dates
- ✓ suggestive looks, gestures and sounds
- ✓ sexual touching
- ✓ posters, screen savers, or other visuals

In some programs and departments, the work and learning environments spread far beyond the classroom, lab or office. Internships, field trips, conferences, and many other **off-site activities** may be seen as extensions of these environments.

Sexual harassment produces a far-reaching “ripple effect,” wherever it occurs. Of course, the individuals directly involved are affected by the emotional, physical and often financial repercussions of sexual harassment. The ripple effect extends to others, too; co-workers, classmates, friends and family members can also be hurt.

Because of the ripple effect created by sexual harassment, sometimes complaints are made by a **third party**. This is someone who is not the direct recipient of unwanted sexual attention, but who feels that this behavior has created an offensive or intimidating environment for them.

At times, our words and actions are perceived differently from how we intend them. It is important to note that it is the **impact** of the behavior, not the **intent**, which is used to determine whether the behavior constitutes sexual harassment.

Sexual harassment may occur in other scenarios as well; the examples listed above are just some of the forms it may take. In any form, sexual harassment is **illegal**. It is a violation of Title VII of the Federal Civil Rights Act, Title IX of the Education Code, California state law and University of California policy. **Retaliating** against someone for complaining about sexual harassment is also illegal and against University policy.

Remember, everyone at UCD and UCDHS is entitled to an environment free of sexual harassment.

About Consensual Relationships

Consensual relationships between faculty members and certain other members of the UCD community are violations of APM 015, the Faculty Code of Conduct. Also, some romantic relationships may begin as consensual, but later evolve into situations that lead to accusations of sexual harassment. When in doubt, feel free to call any of the resources listed in this brochure.

WHO CAN HELP ?

UCD offers numerous resources for everyone concerned about sexual harassment. Some are completely confidential, some offer complaint processes, some are available just to talk. If you need assistance or would like more information, the following resources are available:

SEXUAL HARASSMENT ANONYMOUS CALL LINE

Campus : A-CALL (530-752-2255)

UCDHS : 4-CALL (916-734-2255)

SEXUAL HARASSMENT ADVISORS (CAMPUS)

The advisors are specially trained staff and faculty who have expertise in the UC Davis sexual harassment policy and complaint resolution. They can assist with early resolution and make referrals to other campus and community resources. They also have expertise and sensitivity in issues of gender, ethnicity and sexual orientation. Please call the Sexual Harassment Education Program for a referral, or check the list at:

<http://shep.ucdavis.edu>

SEXUAL HARASSMENT EDUCATION PROGRAM/ SEXUAL HARASSMENT OFFICERS

Campus : (530) 752-9255

UCDHS : (916) 734-2259

Please call this office to make a report of sexual harassment, to speak with a sexual harassment advisor, to schedule an educational program, or to request materials.

TITLE IX OFFICER (CAMPUS)

Wendi Delmendo: (530) 752-9466

wjdelmendo@ucdavis.edu

Individuals may also report sexual harassment to the Title IX Officer.

CONFIDENTIAL RESOURCES/ EMOTIONAL SUPPORT SERVICES

Dealing with a sexual harassment problem can be stressful, whether you have a complaint, have been accused or are otherwise involved. If you would like to speak to someone about the emotional issues that your situation brings up, these confidential counseling resources may be helpful:

Academic and Staff Assistance Program (staff/faculty)

Campus : (530) 752-2727

UCDHS : (916) 734-2727

Counseling and Psychological Services (students)

(530) 752-0871

Additional campus units are available for confidential assistance. Your conversations with these units are not considered official reports of sexual harassment, so you can speak openly without giving up any control over your situation. These units will not report your concerns to anyone else, and they won't take any action towards resolving them without your consent.

Women's Resources & Research Center

(530) 752-3372

Lesbian, Gay, Bisexual, and Transgender Resources Center

(530) 752-2452

Campus Violence Prevention Program

(530) 752-3299

Mediation Services

Campus: (530) 297-4480

UCDHS : (916) 734-5335

WHAT CAN YOU DO?

If you feel that you may be experiencing sexual harassment:

- ✓ Don't blame yourself. You have not asked for this attention.
- ✓ Get personal support. Don't let feelings of self-doubt or confusion stop you from seeking help or speaking out. Consider talking to any of the resources listed below.
- ✓ Act quickly. The behavior will not go away. Often the behavior escalates rather than diminishes. Also, some options for remedy expire after thirty days.
- ✓ Keep a record. Note dates, places, times and witnesses, as well as the nature of the harassment.
- ✓ Learn your rights and resources. Call any of the resources listed in this booklet for assistance.

If you are concerned about being accused of sexual harassment:

- ✓ Examine your own behavior. Could it be interpreted as sexual harassment, even if that's not your intent?
- ✓ Ask yourself how you would feel if someone acted this way toward your significant other, son or daughter.
- ✓ Learn your rights and resources. Call any of the resources listed on this booklet for confidential assistance.

About Confidentiality

When you talk with a university official about a situation that may be sexual harassment, this person will probably have to call the Sexual Harassment Education Program (SHEP) to report and consult. If you wish to discuss your situation openly and NOT have it officially reported, please contact one of the Confidential Resources listed on page 4. When you call SHEP or any of the Sexual Harassment Advisors, you have the option to remain anonymous as long as you do not reveal your identity or the identities of others involved in your particular situation.

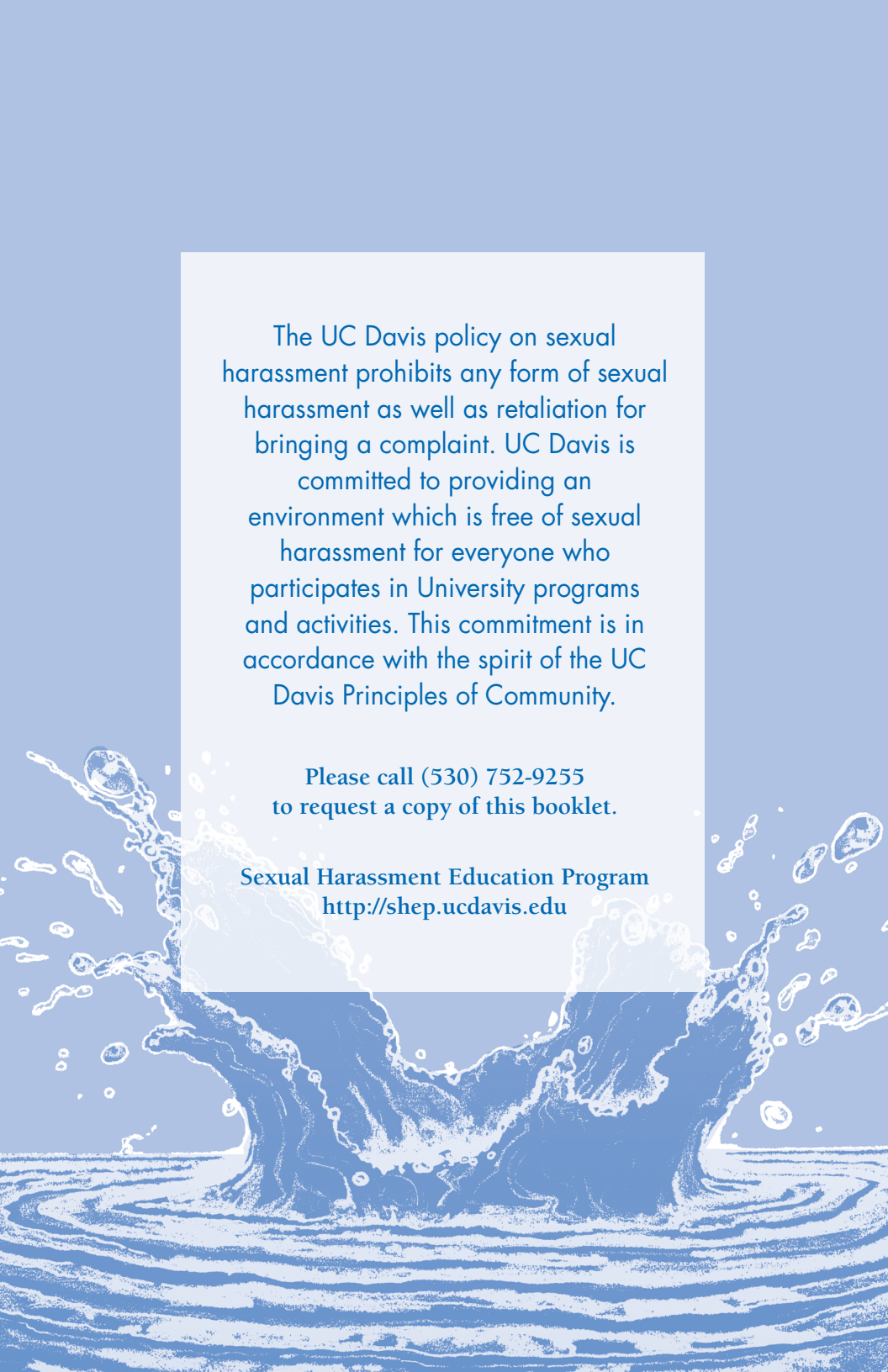
If you are a supervisor, faculty member or other designated official:

You have special responsibilities at UC Davis, including **preventing** sexual harassment, **receiving reports** of sexual harassment, and **consulting** with the campus or UCDHS Sexual Harassment Officer (SHO) when you receive a report. You are also required by state law and UCD policy to take **training** to be sure you are able to fulfill these responsibilities.

Here is a brief checklist to help you respond appropriately to a report of sexual harassment.

- ✓ Call the SHO to consult:
 - Campus: (530) 752-9255
 - UCDHS: (916) 734-2259
- ✓ Explain the availability of relevant campus resources, including those which are completely **confidential** (*see page 4*).
- ✓ Provide a copy of PPM 380-12, the UCD policy section on sexual harassment, and this booklet.
- ✓ Avoid promising anonymity or complete confidentiality.
- ✓ Avoid starting your own investigation or fact-finding until you've consulted with the SHO.
- ✓ Take reasonable steps to ensure an appropriate work or learning environment while additional consulting occurs.
- ✓ Refrain from discussing the situation with people who have no right or need to know about it.

Special thanks to the Status of Women at Davis Administrative Advisory Committee (SWADAAC) and to the Sexual Harassment Advisors for assisting in the production of this brochure.



The UC Davis policy on sexual harassment prohibits any form of sexual harassment as well as retaliation for bringing a complaint. UC Davis is committed to providing an environment which is free of sexual harassment for everyone who participates in University programs and activities. This commitment is in accordance with the spirit of the UC Davis Principles of Community.

Please call (530) 752-9255
to request a copy of this booklet.

Sexual Harassment Education Program
<http://shep.ucdavis.edu>