



Office of Title IX, Equal Opportunity and Affirmative Action
2018 Annual Data on Title IX Reports and Investigations
(January 1, 2018 – December 31, 2018)

The University of California is committed to maintaining a community dedicated to the advancement, application and transmission of knowledge and creative endeavors through academic excellence, where all people who participate in University programs and activities can work and learn together in an atmosphere free of harassment, exploitation or intimidation. Every member of the community should be aware that the University prohibits sexual violence and sexual harassment, retaliation, and other prohibited behavior that violates law and/or University policy. The University will respond promptly and effectively to reports of Prohibited Conduct and will take appropriate action to prevent, to correct and when necessary, to discipline behavior that violates the UC Sexual Violence and Sexual Harassment Policy.

Introduction

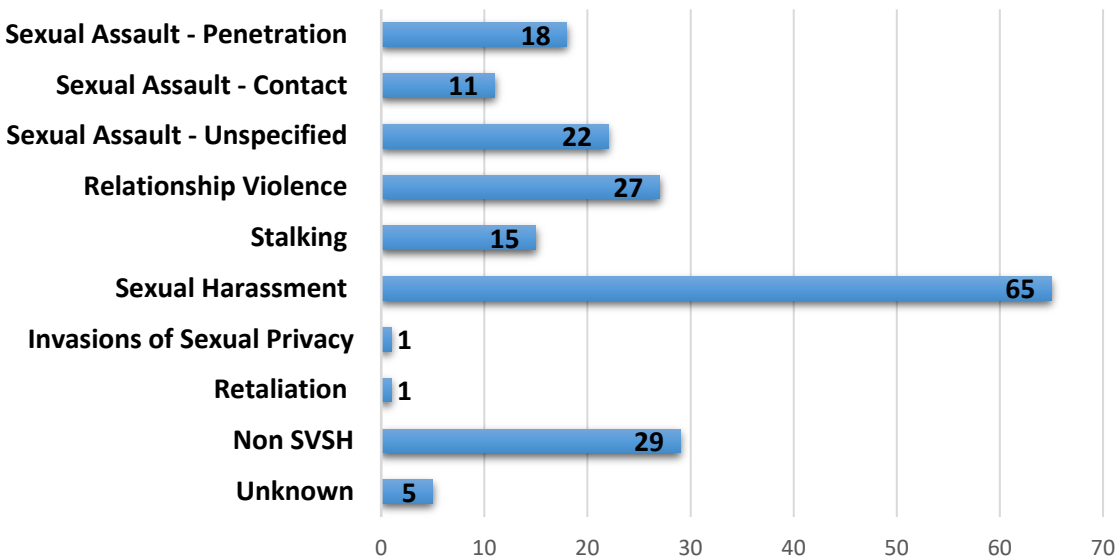
This document is prepared by UCR's Office of Title IX, Equal Employment & Affirmative Action ("Title IX/EOAA").¹ This report presents data for the calendar year 2018 regarding reports received of sexual violence, sexual harassment, and other conduct prohibited by the University of California Sexual Violence and Sexual Harassment Policy (SVSH Policy).² Beginning for the calendar year 2020, Title IX/EOAA also reports data regarding other types of reports of discrimination, harassment and retaliation.

Title IX/EOAA received 194 reports in 2018.

This number reflects all reports received, including reports of conduct determined, upon review, not to be covered by the SVSH Policy.

Figure 1. Initial Reported Conduct

The following shows the number of reports received by Title IX/EOAA and the types of Prohibited Conduct alleged in these reports.³ Note that some reports, upon review, do not allege Prohibited Conduct, as discussed in Figure 2.



¹ In August 2019, the Office of Equal Employment & Affirmative Action (formerly within Human Resources) merged with the Title IX Office, forming an office renamed in 2020 as the Office of Title IX, Equal Opportunity & Affirmative Action.

² Most of the data in this document relates to the 2016 SVSH Policy and the associated investigation and adjudication framework. The 2016 SVSH Policy generally did not address harassment that was based on sex or gender but was not sexual in nature.

³ These reports are categorized by the initial Prohibited Conduct reported. It is possible for a report to include multiple types of Prohibited Conduct. For example, a report of Sexual Assault – Penetration may, upon assessment, be determined to also allege Stalking. However, only the initial reported Prohibited Conduct of Sexual Assault – Penetration would be counted here.

Figure 2. Resolution Process

Reports of Prohibited Conduct may be addressed through Alternative Resolution or Formal Investigation. The following shows the number of Formal Investigations and Alternative Resolutions initiated in 2018.*

Formal Investigation	13
Alternative Resolution	5

**Typically some of the resolution processes initiated in one calendar year relate to reports received in the previous calendar year.*

Not all reports received by the Title IX Office are reports of Prohibited Conduct that may be resolved through a resolution process. For example, UCR may not investigate or conduct an alternative resolution for reports:

- of conduct not covered by the SVSH Policy;
- without enough information (example, identities unknown);
- alleging misconduct by someone who is not a UCR affiliate;
- for which there is not enough nexus between the reported conduct and the campus (example, the conduct did not occur in the context of a University program or activity).

In addition, we typically initiate a resolution process at the request of, or with the consent and participation of, the complainant. This means that if a complainant does not want an investigation, usually we do not investigate.

When a resolution process is not conducted, Title IX/EOAA, when appropriate, takes steps to stop the reported conduct, prevent its escalation or occurrence, and address its affects, such as providing resources to the person reported to have experienced the conduct or providing targeted preventive education including to the person reported to have engaged in the conduct.

Figure 3. Complainant Affiliation

Affiliation is the party's relationship to the University *at the time of the incident*. Under the SVSH Policy, "complainant" is the person who is reported to have experienced Prohibited Conduct. This figure shows complainant affiliation in reports that were resolved through formal investigation.

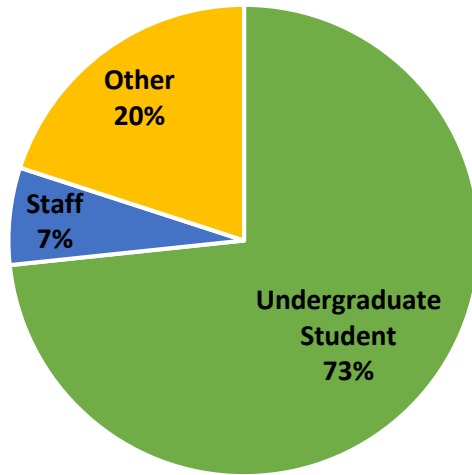


Figure 4. Respondent Affiliation

Affiliation is the party's relationship to the University *at the time of the incident*. Under the SVSH Policy, "respondent" is the person who is reported to have engaged in Prohibited Conduct. This figure shows respondent affiliation in reports that were resolved through formal investigation.

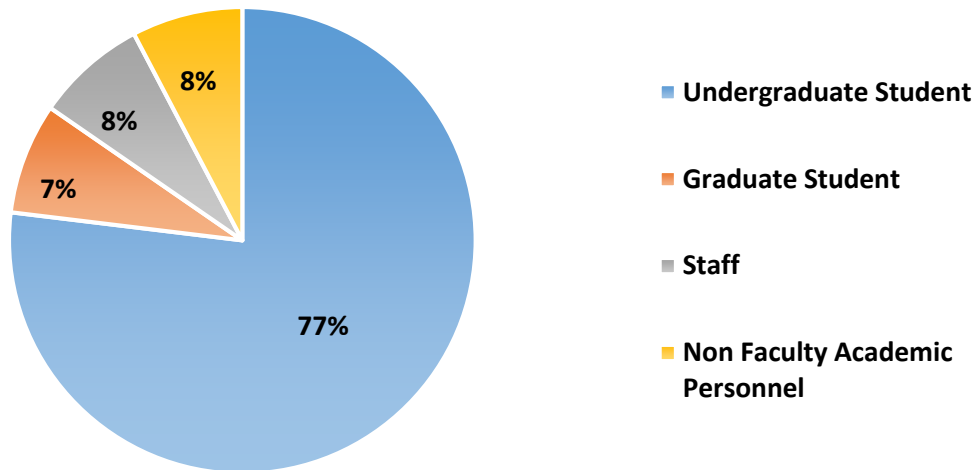
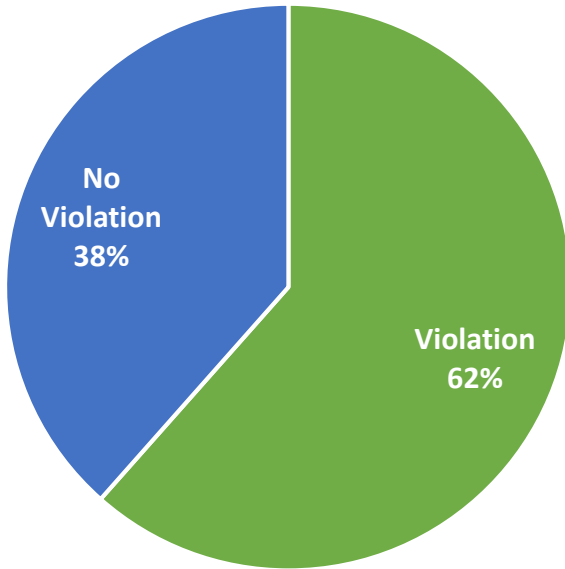


Figure 5. Determination of SVSH Policy Violation

The following shows what percentage of investigations made a finding of a violation of the SVSH Policy. Note that it is common for an investigation to address multiple allegations of Prohibited Conduct; this figure shows whether **any** violation was found.



Determination of SVSH Policy Violation:

Based on the conduct substantiated/unsubstantiated, a determination, which may be preliminary (depending on the applicable procedure) is made at the conclusion of the investigation as to whether any conduct substantiated violated the SVSH Policy. The determination is made using the preponderance of the evidence standard.

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