

## CONFIDENTIALITY, ANONYMITY AND RETALIATION PROTECTION *for members of the UCR Community who may have experienced discrimination or harassment*

UCR understands it can be difficult to come forward and report discrimination, harassment, or any other conduct prohibited by the [UC Anti-Discrimination Policy](#) or the [Policy on Sexual Violence and Sexual Harassment](#). This resource document has information about how UCR's Office of Civil Rights (OCR) handles all reports with discretion and respect for privacy. This document also explains protections from retaliation. This document is part of a series of resources for UCR community members, available [online](#).

**Confidentiality.** The University protects personally identifiable information in accordance with all applicable state and federal privacy laws, and University policies. If OCR 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 OCR 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 and privacy.**

**Anonymous Reporting.** Anyone can file a report **anonymously**—without identifying themselves—with [OCR](#). All reports, whether anonymous or not, are handled with discretion and care, although if we do not know who you are, we cannot provide you with resources and support and it is less common for us to initiate a formal investigation without an identified complainant.

**Retaliation is Prohibited.** University Policy protects you from retaliation. Retaliation is

- an adverse action
- against a person based on their report or other disclosure of discrimination or harassment (or any other violation of the 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.

OCR takes steps to prevent retaliation, such as issuing no contact orders when appropriate. Retaliation will be treated as a separate violation under the Policy, and any student or employee who engages in retaliation may be subject to discipline. Please inform us (OCR) right away if you believe you have experienced retaliation. To learn more about retaliation, review the [FAQs](#).