



Office of Title IX, Equal Opportunity and Affirmative Action
2020 Annual Data on Reports and Investigations
(January 1, 2020 – December 31, 2020)

UCR respects the rights of all members of the campus community to equal opportunity and freedom from harassment on the basis of race, color, religion, sex, national origin, citizenship, sex, sexual orientation, gender (including gender identity, gender expression and gender transition status), pregnancy, age, disability (mental or physical), medical condition, genetic information, ancestry, service in the uniformed services, marital status, or any other characteristic protected by state or federal law.

Introduction

This document presents data for calendar year 2020¹ about:

- I. Reports and Investigations under the UC Sexual Violence and Sexual Harassment Policy (SVSH Policy)²
- II. Reports and Investigations under other Non-Discrimination Policies and Procedures.

This document is prepared by [UCR's Office of Title IX, Equal Opportunity and Affirmative Action](#) ("Title IX/EOAA"). Title IX/EOAA is dedicated to protecting the civil rights of UCR's students, faculty, staff, applicants, and others through:

- promotion of UC's values and policies, with training and education and awareness programs;
- implementation of the UC SVSH Policy;
- overseeing compliance with laws relating to discrimination and harassment, including by responding to complaints and grievances of all forms of discrimination, harassment and retaliation;
- ensuring that UCR protects the rights of those with disabilities, including under the Americans with Disabilities Act; and
- coordinating campus affirmative action programs.

Title IX/EOAA received 189* reports in 2020.

Of these reports:

- **149 related to the SVSH Policy**
- **40 related to other types of discrimination, harassment, or retaliation.**

*This number reflects all reports received by Title IX/EOAA, including reports not covered by the SVSH Policy and/or other Non-Discrimination Policies and Procedures.

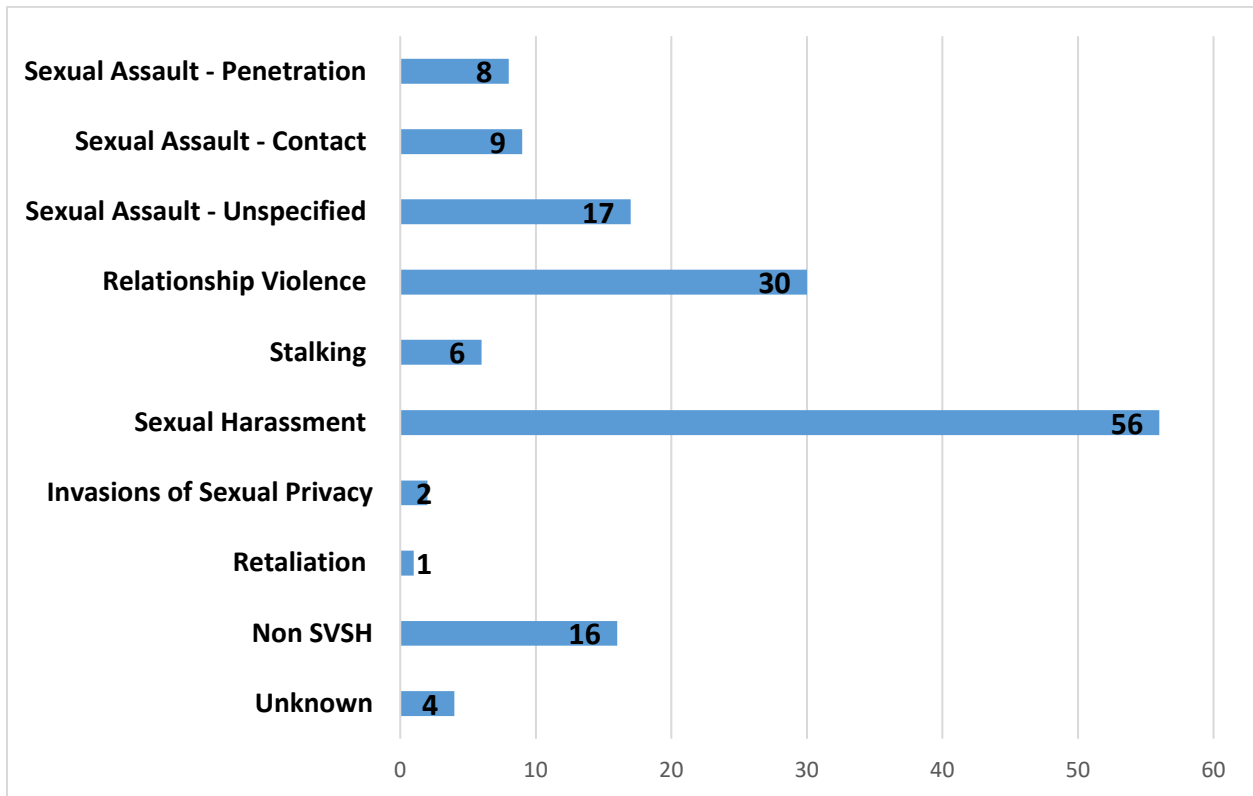
¹ Note due to COVID-19, UCR's campus closed per Riverside County Public Health order on March 16, 2020, and remained largely closed, with significantly limited services and student physical presence on campus, for the remainder of calendar year 2020.

² The SVSH Policy has been revised a number of times. Most of the data in this document relates to either the 2019 SVSH Policy or the 2020 SVSH Policy and the associated investigation and adjudication frameworks. For more information about these and other, older versions of the SVSH Policy, visit the [Title IX policy archive website](#).

I. Reports/Investigations under the SVSH Policy

Figure I. Initial Reported Conduct

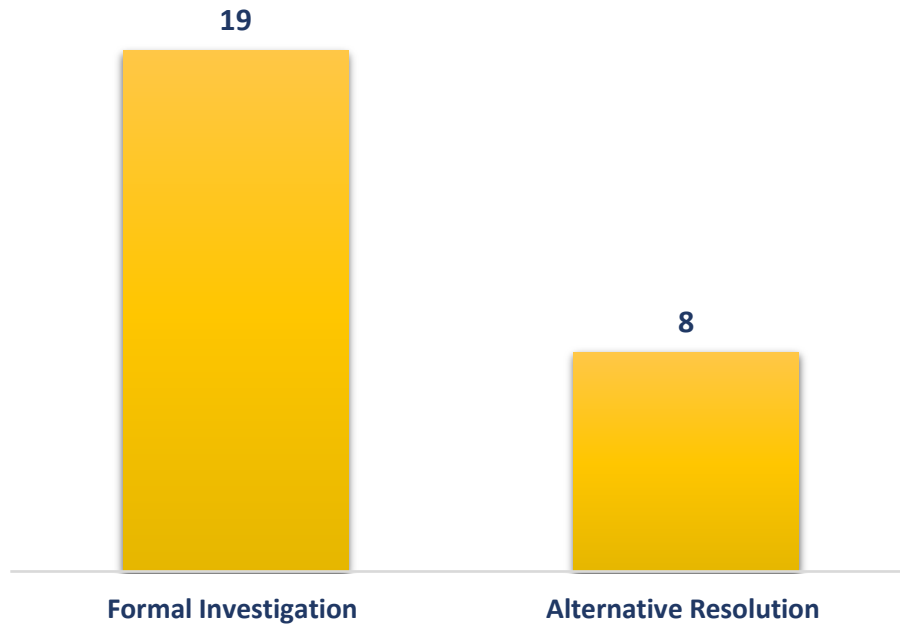
The following shows the number of reports received by Title IX/EOAA relating to the SVSH Policy, and the type of Prohibited Conduct alleged in these reports.³ [For more information about the types of Prohibited Conduct, visit the Title IX website.](#) Note that some reports, upon review, do not allege Prohibited Conduct, as discussed in Figure 2.



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. SVSH Resolution Processes

Reports of Prohibited Conduct may be addressed through Alternative Resolution, Formal Investigation or Other Inquiry*. The following shows the number of Formal Investigations and Alternative Resolutions initiated in 2020.



*There were no Other Inquiries initiated in 2020.

Not all reports received by Title IX/EOAA are reports of Prohibited Conduct that can 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. We cannot conduct an Alternative Resolution without the consent of all parties involved. These assessment decisions and the resolution processes are described in Section V of the SVSH Policy.

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. (See Section V(A)(4) of the SVSH Policy.)

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.

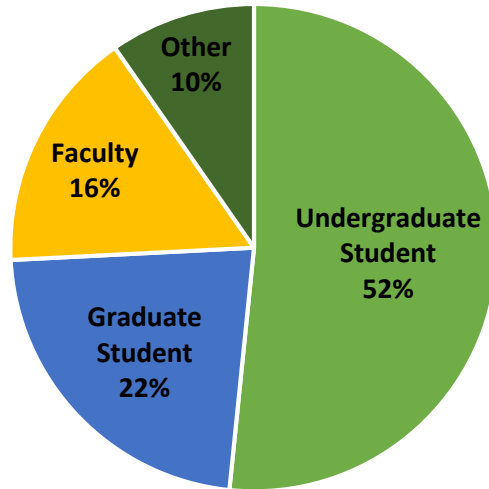


Figure 4. Respondent Affiliation

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.

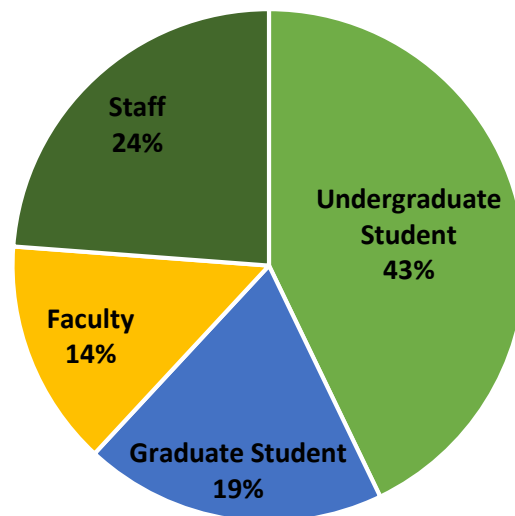
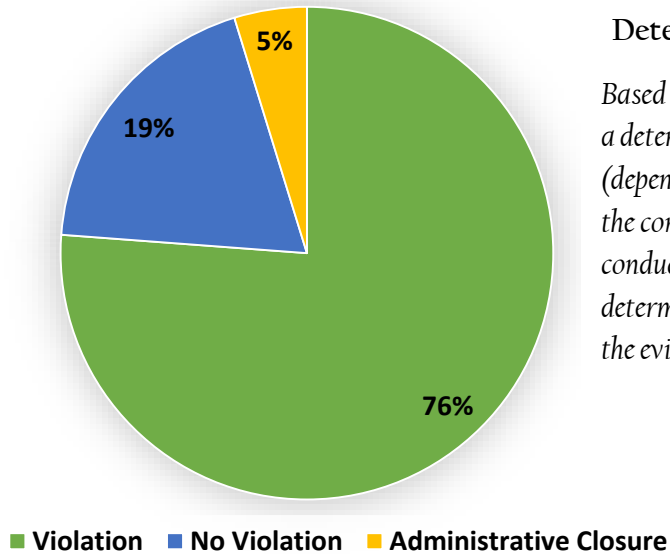


Figure 5. Determination of SVSH Policy Violation

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:

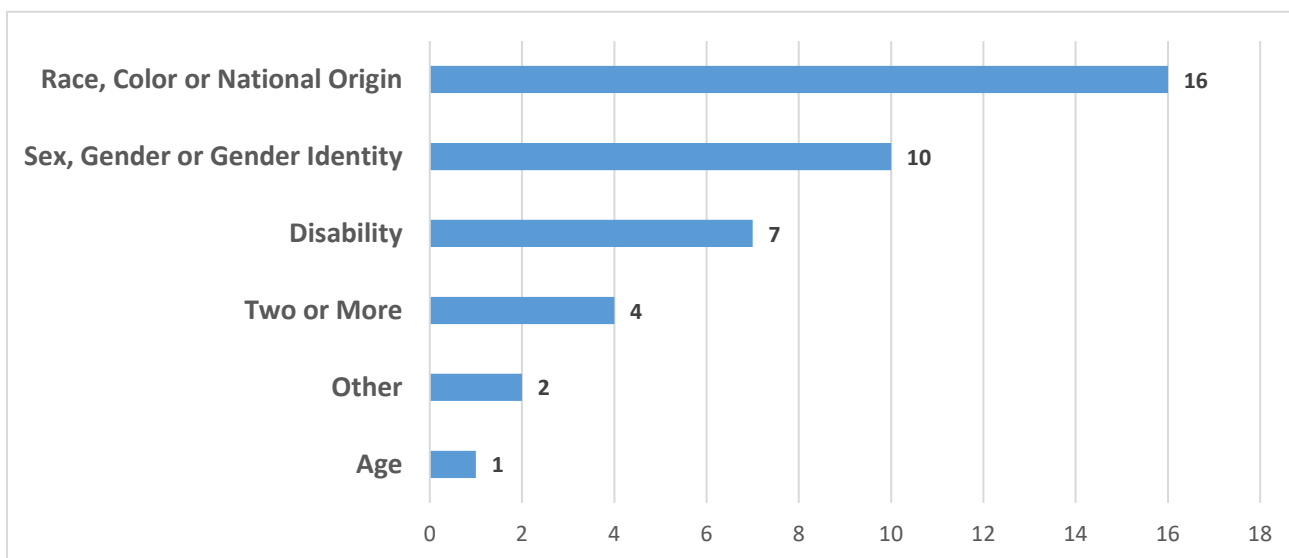
Based on the conduct substantiated/unsubstantiated, a determination, which may be preliminary (depending on the applicable procedure) is made at the conclusion of the investigation as to whether any conduct substantiated violated the SVSH Policy. The determination is made using the preponderance of the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

Administrative Closure: An investigation may be closed before completion if it is determined that a significant change in circumstances has so substantially impaired the investigation that it cannot reach reasonably reliable conclusions about whether the alleged conduct occurred.

II. Reports and Investigations under other Non-Discrimination Policies and Procedures

This section presents data about reports and investigations alleging non-sexual discrimination, harassment, or retaliation, which we refer to as “EO Reports.” Title IX/EOAA handles EO Reports by students, faculty, staff, applicants, and third parties, about faculty, staff, or the administration. Title IX/EOAA addresses EO Reports under the procedure established in UCR’s Discrimination, Harassment and Retaliation Complaint and Resolution Policy (the “Non-Discrimination Policy”). Information about that policy including FAQs is available on the [Title IX/EOAA website](#).

Figure 6. EO Reports by Protected Characteristic/Class ⁴



- Two or more category consists of:
 - 3 race and gender complaints, and
 - 1 disability and gender complaint.

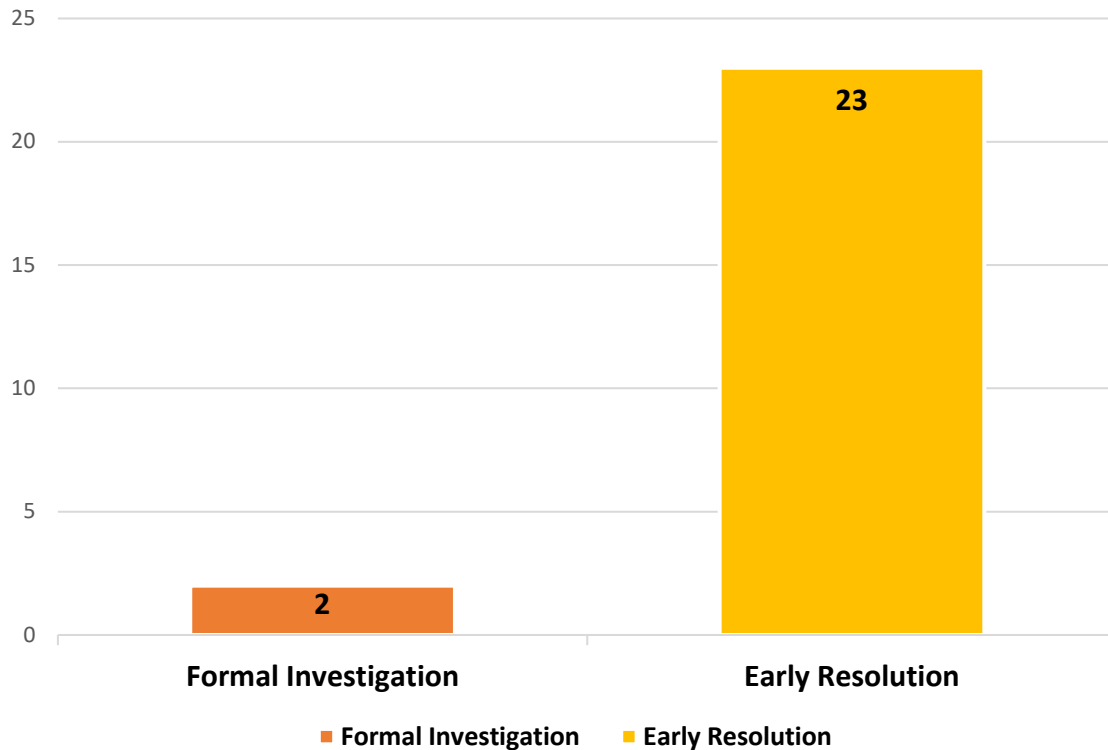
Title IX/EOAA received six retaliation reports in 2020. Retaliation reports are included in Figure 6 under the Protected Category of the Protected Activity they are alleging they were retaliated for.⁵

⁴ Prior to the 2020 Interim SVSH Policy, harassment (and other Prohibited Conduct) that was based on sex (or gender) but was not sexual in nature typically was not covered by the SVSH Policy and so was addressed through the Anti-Discrimination Policy. Beginning August 10, 2020, the SVSH Policy applies to conduct that is based on sex but is not sexual in nature.

⁵ These retaliation reports consist of: 2 reports alleging retaliation for Protected Activity relating to racial discrimination; 1 report alleging retaliation for Protected Activity relating to gender discrimination; 1 report alleging retaliation for Protected Activity relating to age discrimination; 1 report alleging retaliation for Protected Activity relating to disability discrimination; and 1 report alleging retaliation for Protected Activity relating to relating to the other type of discrimination.

Figure 7. EO Resolution Processes

Reports of Prohibited Conduct under UCR’s Anti-Discrimination Policy may be addressed through Early Resolution, Formal Investigation or Closed After Initial Assessment. The following shows the number of Formal Investigations and Early Resolutions initiated in 2020.⁶



Not all EO reports received by Title IX/EOAA are appropriate for Early Resolution or Formal Investigation. Title IX/EOAA conducts a prompt initial assessment of all reports to determine whether they allege an act of Prohibited Conduct as defined by policy for which intervention is warranted. 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.

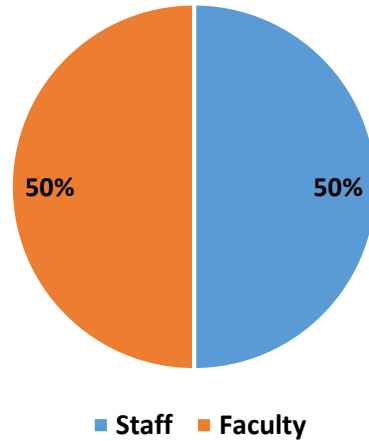
Early Resolution may include an inquiry into the facts. Early Resolutions are flexible and may include:

- discussion with the parties;
- making recommendations for resolutions;
- separating the parties; or
- conducting targeted educational and training programs.

⁶ A total of four reports received in 2020 resulted in a formal investigation; two of the four investigations were initiated in 2021 and so not included in this 2020 data.

Figure 8. Complainant Affiliation

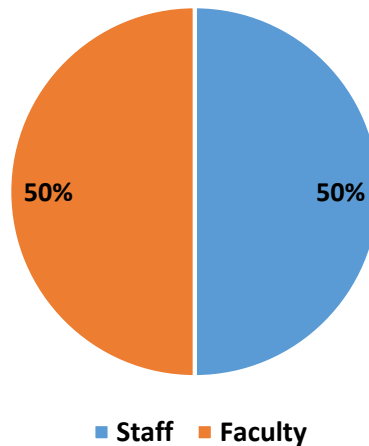
The following chart shows complainant affiliation in reports that were resolved through formal investigation. “Complainant” refers to the person who is reported to have experienced Prohibited Conduct.



- One investigation included multiple faculty and staff complainants.

Figure 9: Respondent Affiliation

The following chart shows respondent affiliation in reports that were resolved through formal investigation. “Respondent” refers to the person who is reported to have engaged in Prohibited Conduct.



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