

REVIEW, RESPONSIBILITIES, AND RESOURCES FOR FACULTY

Yesenia Curiel

**Director, Campus Advocacy, Resources and
Education (CARE)**

Michael Salvador

**Director, The Office for the Prevention of Harassment
and Discrimination (OPHD) and Title IX Officer**

OFFICE OVERVIEWS

CARE Office Services

- **We Educate**
 - CARE provides prevention education for the UC Merced community to achieve an environment free from the threat of sexual violence, dating/domestic violence, and stalking.
- **We Advocate**
 - We provide free, confidential, and knowledgeable support for those impacted by sexual violence, dating/domestic violence, and stalking.
- **We Empower**
 - We encourage the UC Merced community to step in and speak up against a culture that allows sexual violence, dating/domestic violence, and stalking to occur.

The Office for the Prevention of Harassment and Discrimination (OPHD)

- We provide investigative services, education, and resources
- We focus on
 - Discrimination Against Protected Categories:
 - Age, Race, Gender, Medical Condition etc.
 - Harassment
 - Sexual Violence/Sexual Harassment

REVIEW & RESPONSIBILITIES

RIGHTS & RESPONSIBILITIES

UC Merced Community Members Have the Right to...

- Report sexual violence, discrimination, and harassment
- Assist in such a complaint
- Participate (or not) in an investigation
- Not experience retaliation

Per the UC Policy on Sexual Violence & Sexual Harassment...

- Any University employee who receives a disclosure of sexual violence or sexual harassment, while in their capacity as an employee, **shall** notify the Title IX Officer or designee
 - These employees are known as Responsible Employees
 - Responsible Employees also include student employees

RECEIVING DISCLOSURES

Try to inform the student before they disclose

Next Steps:

- Contact Title IX with the student's names and any other information you have
 - You do not need to decide whether the harassment or violence actually occurred
 - You should not conduct an investigation
- Provide Resources to students

Reports must be made to the Title IX Officer or designees:

- Campus Police
- HR Administrators, Academic Personnel and Title IX Professionals
- Managers and Supervisors, including Deans, Department Chairs and Directors or Organized Research Units (ORU)

HANDLING DISCLOSURES

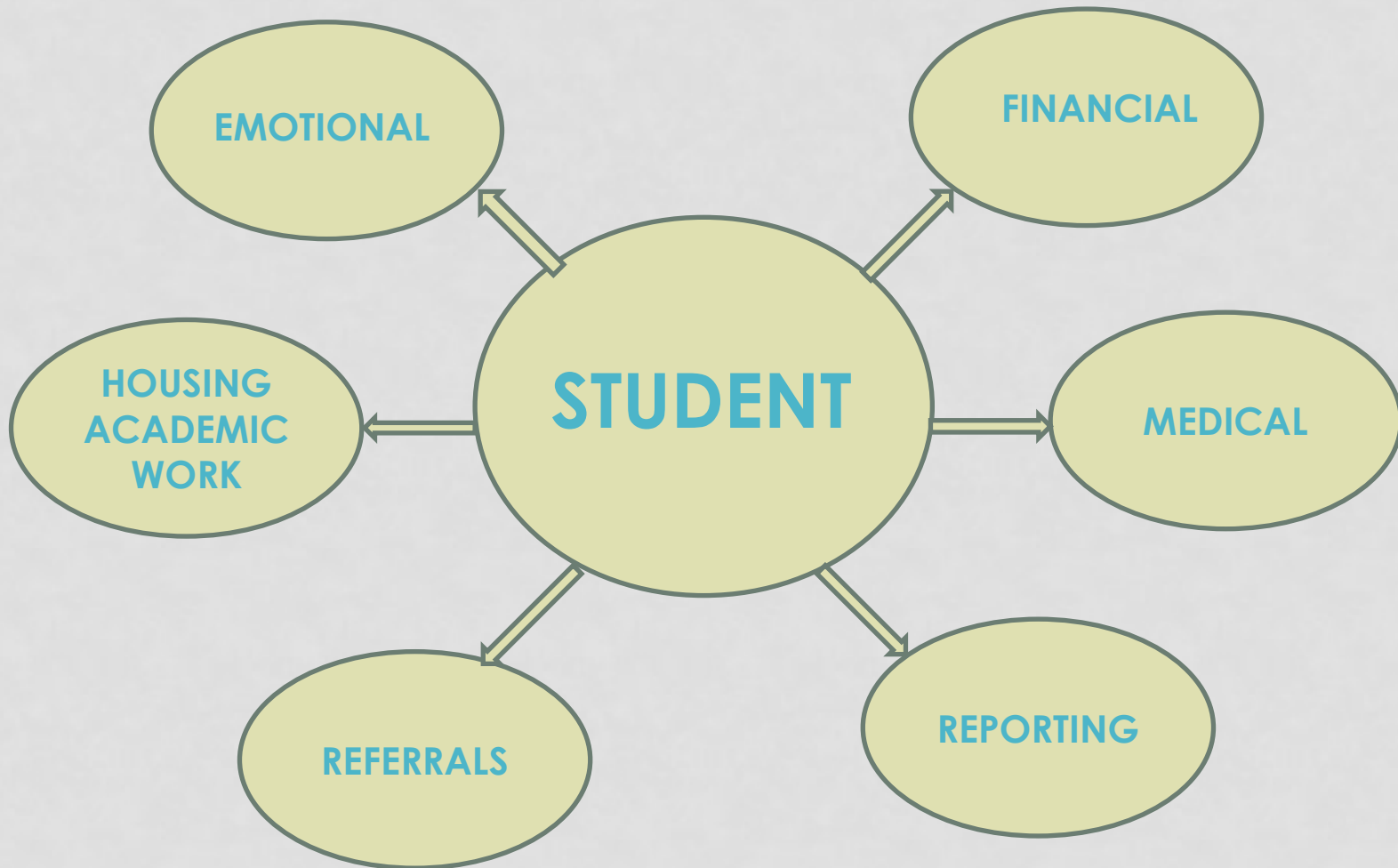
- Address the immediate safety of the survivor if necessary
- Be empathetic and listen
 - You do not need to have all of the answers
- Provide confidential resources such as: CARE, Counseling and Psychological Services (CAPS), Ombuds, etc.
- Maintain Privacy
- Seek resources for yourself

HOW FACULTY CAN BE INVOLVED

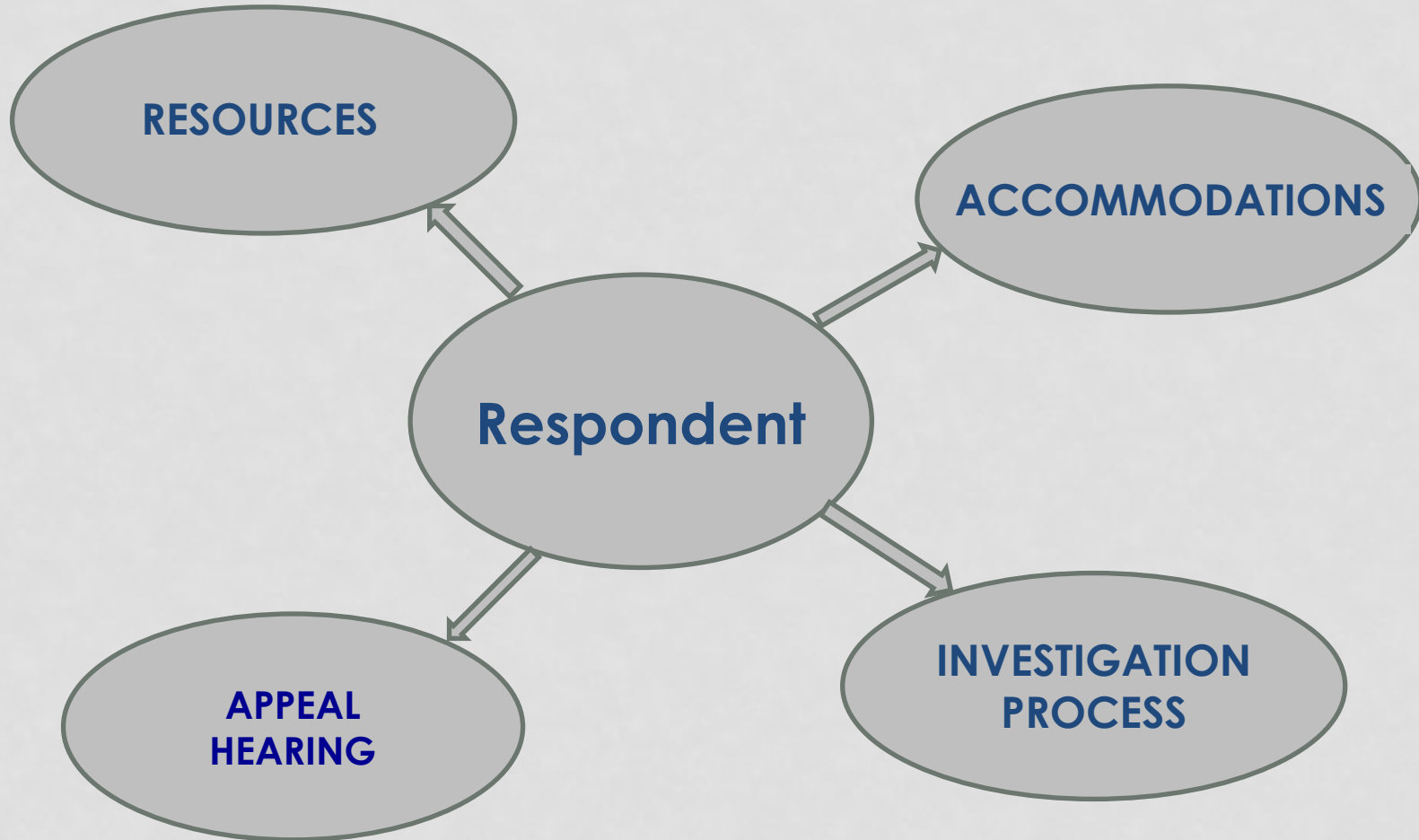
- Fulfill your reporting responsibility
- Remind student to utilize the 3D's:
Distract, Direct and Delegate
 - Bystander Intervention Methods
- Promote a culture that supports students
 - Include a statement in your syllabi:
 - Although faculty and staff members can act as excellent resources for students, they are mandated to report any violations of campus policy. Because of this, students may want to utilize the Confidential CARE Advocate on campus for support related to counseling or sensitive issues. Appointments can be made by calling 209-386-2051.

RESOURCES & SERVICES

CONFIDENTIAL CARE ADVOCACY SERVICES



RESPONDENT SERVICES COORDINATOR



FILING A COMPLAINT/REPORT

- Anyone can file a complaint
 - **Complainant:** Person who experienced the unwanted attention. Can identify themselves as victims or survivors
 - **Third Party:** A person who isn't the direct recipient of the unwanted attention
 - **Campus Partners:** Other departments (Police, HRL, Student Conduct, etc.)

- How to File A Complaint:

- In Person
 - Title IX Officer is located on the 3rd floor of the Kolligian Library in the Administration Wing
- Phone
 - 209-285-9510
- Email
 - msalvador2@ucmerced.edu
- Our Website
 - <http://dsvp.ucmerced.edu/report>



Confidential Resources:

Confidential resources do not put the University on notice.

- CARE Campus Advocate
 - 209-386-2051
- Counseling and Psychological Services
 - 209-228-4266
- Office of Ombuds
 - 209-228-4410
- Insight Employee Assistance Program
 - 800-422-5322
- Valley Crisis Center
 - 209-722-4357 (24-Hr Line)

Administrative/Reporting Resources:

The resources below must notify the Title IX Officer of a report

- Campus Compliance/ Title IX:
 - 209-285-9510
 - msalvador2@ucmerced.edu
- Office of Student Conduct
- UC Merced Police Dept.
 - 209-228-2677 or 911
- Supervisors

THANK YOU!