

## Sexual Harassment Policy and Campus Resources

### From the University of California Policy on Sexual Harassment:

The University of California is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free of all forms of harassment, exploitation, or intimidation. The University is strongly opposed to sexual harassment, and such behavior is prohibited both by law and by University policy. The University will respond promptly and effectively to reports of sexual harassment, and will take appropriate action to prevent, to correct, and if necessary, to discipline behavior that violates this policy.

Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission or rejection of this conduct explicitly or implicitly affects a person's employment or education, unreasonably interferes with a person's work or educational performance, or creates an intimidating, hostile or offensive working or learning environment.

In determining whether the reported conduct constitutes sexual harassment, consideration shall be given to the record of the conduct as a whole and to the totality of the circumstances, including the context in which the conduct occurred. This policy also prohibits retaliation against a person who reports sexual harassment, assists someone with a report of sexual harassment, or participates in any manner in an investigation or resolution of a sexual harassment report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment or education.

### Campus Resources:

Employees who believe they have been subjected to harassment or discrimination in any form should report such conduct to their supervisor, human resources representative, or the Staff Affirmative Action Office (794-0691), which investigates complaints of sexual harassment and discrimination concerning staff members.

The Sexual Harassment Prevention Office (206-3417), Staff and Faculty Counseling Center (794-0245) and the Campus Ombuds Services Office (825-7627) are additional resource offices. Copies of the University's Sexual Harassment Policy and Complaint Resolution Procedures are available at these offices.

### Acknowledgement:

My signature acknowledges that I have read and understood this information.

Print Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_