



Campus Human Resources  
Health System Human Resources

March 3, 2014

**PLEASE POST**

**DEANS, DIRECTORS, DEPARTMENT CHAIRS, and ADMINISTRATIVE OFFICERS**

**Re: Revised UC Sexual Harassment and Sexual Violence Policy**

Dear Colleagues:

As you may recall, in December of 2013 the Office of the President (UCOP) proposed to revise its Policy on Sexual Harassment to address the changes to the Violence against Women Reauthorization Act (VAWA 2013), which goes into effect March 7, 2014. Comments on the revisions were encouraged from all UCLA employees, and feedback was sent to UCOP and incorporated as appropriate into the policy. The revised policy has been approved by President Napolitano and is effective as of February 25, 2014. Some of the changes that have been incorporated into the policy include:

- Reporting campus crime statistics beyond the crime categories the Clery Act already mandates, to include incidents of domestic violence, dating violence, and stalking, as well as crimes motivated by national origin and gender identity.
- Providing primary prevention and awareness programs for incoming students and new employees, in addition to ongoing education programs to promote awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking.
- Conducting annual training for personnel who investigate and review asserted offenses.
- Adopting policy to address and prevent campus sexual violence.

To view the policy in its entirety, go to: <http://policy.ucop.edu>. Please distribute this memo widely to ensure that managers and employees in your organization are aware of the approved policy changes. Your support is appreciated.

Sincerely,

**Lubbe Levin**  
Associate Vice Chancellor  
Campus Human Resources

**Mark A. Speare**  
Chief Human Resources Officer  
Health Sciences