Title IX Information for Graduate Student Employees

The Title IX Office provides assistance in resolving and investigating complaints of sexual violence (sexual assault, dating violence, domestic violence, and stalking) and sexual harassment. The Title IX Office can implement interim safety measures and accommodations to create a safety net for students. Additionally, the Title IX Office provides education and training to raise awareness and expand understanding of sexual harassment and sexual violence. To make a Title IX report or if you have any questions please contact Tracey Tsugawa, Title IX Officer, at (831) 459-2462 or visit titleix.ucsc.edu.

What are the immediate response steps if a student reports sexual violence or sexual harassment?

- Check for physical safety (Call 911 if needed)
- Check for need for medical attention (Call 911 if needed)
- Validate and believe the person reporting. It can be very scary to tell someone and your supportive response can help them to heal and seek additional help as needed
- Do not ask too many questions or investigate the matter
- Listen to and mirror the language of the survivor
- Do not offer to confront the alleged offender
- DO promise and maintain privacy but DON’T promise confidentiality
  - Privacy means that you will tell only your supervisor about what you have been told and they will report to Title IX.
  - Only CARE Advocates and CAPS Counselors are confidential on our campus and are therefore not required to report to Title IX
- Refer the student to confidential support resources
  - Campus Advocacy Resources and Education (CARE)- (831) 502-2273, care.ucsc.edu
  - Counseling and Psychological Services (CAPS)- (831) 459-2628, caps.ucsc.edu
- Report the incident immediately to your supervisor or advising professor. He/she/they will report to the Title IX Office (831) 459-2462.
- If the report is related to sexual violence, provide the Reporting Options Handout to the reporting party.

What happens when the Title IX Office receives a report?
The Title IX Office will reach out to the student via email to ensure that they are aware of their reporting options and campus resources. The email will let the student know that they can choose to respond to the Title IX Office or not. Depending on the details of the report and the needs of the complainant, the Title IX Office will work in close collaboration with need-to-know campus partners to create a safety net. The Title IX Office may formally investigate or utilize alternative resolution, generally based upon the wishes of the complainant. In rare instances, such as reports involving physical violence and/or repeat offenders, the Title IX Office may initiate an investigation but such cases, the complainant may choose not
to participate in the investigation.

Examples of steps taken to set up a safety net include:

- Setting up immediate, interim safety measures such as no contact directives
- The Title IX Office can assist with accommodations as needed including:
  a. Academic Accommodations
     i. Changes to schedule, section, advisor, lab, etc.
  b. Changes in On Campus Housing
  c. Employment Changes
  d. Transportation Assistance
  e. Other Reasonable and Achievable Accommodations upon request

What if the reporting party does not want me to contact the Title IX Office?
Explain to the student that you or your supervisor are required to report to the Title IX Office but that the student can decide if he/she/they want(s) to talk with the Title IX Office or to file a complaint. The Title IX Office will maintain the information in the report in a manner so as to protect the privacy of the student. Reporting to the Title IX Office also helps the University to keep the campus community safe and to identify and address patterns of sexual misconduct.

What Other Rights do Complainants have?

Complainant Participation
The complainant may choose to request an alternative resolution, a formal Title IX investigation, to report to law enforcement and/or not to pursue any reporting and resolution option. In some instances, the Title IX Officer may initiate an investigation if necessary to mitigate a significant risk to the individual and/or campus community; however, even under those circumstances, the complainant may choose not to participate in the investigation.

Protection from Retaliation
Retaliation is prohibited under the UC Policy on Sexual Violence and Sexual Harassment and the Title IX Office will work with the appropriate office to prevent and address retaliation. Retaliation includes threats, intimidation, reprisals, and/or adverse employment or educational actions against a person based on his/her/their report of prohibited conduct or participation in the investigation.

Immunity
To encourage reporting, complainants and witnesses have immunity during a Title IX investigation of sexual violence and will not be subject to discipline for drug and alcohol use and other violations of University conduct policy with a few exceptions:

- Conduct placed the health or safety of another at risk
- Plagiarism, cheating, or academic dishonesty
• Egregious conduct, such as the sale of drugs or providing alcohol to an under-aged person.

For more information about sexual violence resources, response, reporting, etc. please check out the safe.ucsc.edu website.