UNIVERSITY OF CALIFORNIA

2025-26 ANNUAL REPORT ON SYSTEMWIDE CIVIL RIGHTS COMPLIANCE (AB 2326)



UNIVERSITY OF CALIFORNIA SYSTEMWIDE OFFICE OF CIVIL RIGHTS

INTRODUCTION

The University of California Office of the President (UCOP) submits this annual report in compliance with the California Education Code Section 66292.2, which requires, in pertinent part, that UC annually present a report to the Board of Regents on the state of the University of California (UC) system in ensuring that programs and activities are free from discrimination based on characteristics listed in Section 66270. This report includes an overview of the Office of the President's efforts in monitoring and ensuring compliance of each campus with providing programs and activities that are free from discrimination, including, but not limited to, sexual harassment. This report also includes how each campus is complying with Title IX and Sections 66281.5, 66281.8, 67385, 67385.7, and 67386.

OVERVIEW OF UC COMPLIANCE EFFORTS

UC prioritizes the safety and well-being of our community members. Fairness, safety, care, respect, and accountability are cornerstones of UC's culture. UC does not tolerate discrimination or harassment in any form.

Pursuant to California Education Code Section 66292.2, each campus chancellor has primary responsibility for ensuring that campus programs and activities are free from unlawful discrimination, while the President or the President's designee is responsible for monitoring campus compliance. UCOP established the inaugural Systemwide Office of Civil Rights (SOCR) in February 2024, which serves as the type of central monitoring resource envisioned by Assembly Bill 2326. SOCR provides systemwide oversight through leadership, guidance, and support to protect civil rights at the ten UC campuses, six academic health centers, the Lawrence Berkeley National Laboratory, Agriculture and Natural Resources, and UCOP. SOCR encompasses: (1) the Systemwide Title IX Office, which was created in 2017; (2) the inaugural Systemwide Anti-Discrimination Office; and

(3) the inaugural Systemwide Disability Rights Office. Each of these three areas is led by a director, who reports to the Executive Director of SOCR, who in turn reports to the President. Each campus or location has a designated Title IX, Local Implementation, and Title VI/VII Officer, who has a dual reporting line to the SOCR Executive Director. SOCR collaborates with these UC campus civil rights leaders and their teams through regular and recurring meetings, consultations, trainings, guidance, investigative support, data stewardship, and information and resource sharing. Specific examples of this work are provided below. UC has two systemwide policies that prohibit discrimination—the Sexual Violence and Sexual Harassment (SVSH) Policy and the Anti-Discrimination (A-D) Policy, the latter of which was first published in February 2024. Both policies comply with all state and federal law requirements, including California Education Code provisions that specifically address sexual harassment. Each campus and location publishes links to these policies and their related frameworks on their respective websites.

A key oversight role of SOCR is to serve as the SVSH Policy and A-D Policy owners and to monitor consistent interpretation and implementation of these policies across all UC locations to effectively prevent, detect, and timely and equitably respond to all reports of discrimination, harassment, and retaliation. In fiscal year 2025-26, SOCR published updates to the SVSH Policy and related investigation and adjudication frameworks and also published updates to the A-D Policy to comply with state law requirements. In addition, SOCR published systemwide investigation and adjudication frameworks for the A-D Policy for student, faculty, and staff and non-faculty academic personnel respondents, effective January 1, 2026. In June 2026, the California State Auditor (CSA) completed a routine audit of UC's compliance with Title IX and applicable state law pursuant to California Education Code Section 67382.1. The audit recognized improvements in UC's response to sexual harassment while identifying additional opportunities to strengthen campus practices, including complainant outreach, documentation, consistency in disciplinary decisions, and of investigative and adjudicative processes. SOCR is coordinating UC's response to the recommendations, including the development or revision of systemwide guidance and related implementation measures, consistent with the timelines established by CSA.

Another oversight role of SOCR is to serve as the owner of the systemwide case management database. SOCR supports the third-party data platform used by campuses and locations to capture and integrate local data, including reports that fall under the SVSH Policy and A-D Policy. SOCR (in consultation with campus and location partners) verifies data, tracks trends, and generates reports, such as the SB 1166-required reports that highlight the UC system's work to address reports of sexual harassment and inform its ongoing efforts. See Appendices A and B. A key data initiative during 2025-26 was

completion of the expansion of the systemwide database to track reports under the new A-D Policy and associated adjudication frameworks across the system. As SOCR continues to develop UC's systemwide data analysis capabilities, this data will increasingly support efforts to effectively monitor reporting and resolution patterns across UC campuses and locations, assess the consistency and timeliness of responses, identify potential compliance concerns, and inform systemwide policy, training, and resource decisions.

As part of UC's prevention and education efforts, since June 2025, all UC students are required to annually take SHAPE (Sexual Harassment and Sexual Violence, Anti-Discrimination, Prevention, and Education), a comprehensive online training module that covers what constitutes prohibited conduct under UC's nondiscrimination policies, including sexual violence and sexual harassment, as well as other forms of discrimination and harassment based on protected characteristics; how to report and obtain support; formal and alternative resolution options; and the prohibition on retaliation. SOCR developed SHAPE in consultation with campus and location stakeholders, including students, in response to a request from community members for a UC-developed rather than off-the-shelf training. Since fall 2023, staff, faculty, and non-faculty academic personnel are also required to take either a supervisor or non-supervisor version of the SHAPE training, that parallels the training provided to students. SHAPE promotes an environment in which UC community members understand their roles and responsibilities under the SVSH Policy and A-D Policy and how to report and get support. The aggregated completion data for fiscal year 2025-2026 for student and employee trainings for the UC campuses and locations were: new students (90.7%); continuing students (84.9%); supervisors and faculty employees (90.6%); and staff (90.7%).

In addition to the SHAPE training, campuses provide targeted training as part of student orientation programs and to registered student organizations, athletics, and other groups. For example, each academic year Fraternity and Sorority Life members partner with campus stakeholders like Title IX Offices to provide training to students on hazing prevention and awareness and bystander intervention training, including related to sexual violence and sexual harassment.

As noted above and as required by Title IX, each campus or location has a dedicated Title IX Officer, who is responsible for coordinating responses to all reports under the SVSH Policy, including sexual harassment, sexual assault, relationship violence, and stalking. In addition to a Title IX Officer, each campus has a Center for Advocacy, Resources, and Education (CARE) office to provide survivor support services, including advocacy and healing services. Campuses also have Respondent Support Services Coordinators who

assist respondents with navigating the SVSH Policy resolution process and offer referral to campus and community support resources.

All undergraduate UC campuses provide free transportation to off-campus locations to students seeking SART or SAFE examinations. Transportation is provided via ride share vouchers, SAFE or SART exam location vehicles, or advocate vehicles. Students may also voluntarily accept rides via law enforcement vehicles. Two campuses also have the resources to provide SART and SAFE examinations on campus.

As required by the ADA and Section 504, each campus or location has a designated ADA Coordinator, and the Systemwide Disability Rights Director provides guidance and support to them, campus and location directors for student and employee accommodations, and other partners in OP who support systemwide offices. During this fiscal year, the Systemwide Disability Rights Director led the development of a new elective UCLC course for faculty academic appointees, and related staff titled, *Providing Reasonable Accommodations for Students with Disabilities*, in collaboration with Ethics, Compliance and Audit Services (ECAS), which launched in the fall terms for campuses in 2026.

Although not currently required by state or federal law, UCOP directed each campus or location on July 2, 2025, to designate a Title VI/VII Officer, who is responsible for coordinating responses to reports under the A-D Policy that relate to race, color, or national or ethnic origin, including shared ancestry (inclusive of antisemitism, Islamophobia, etc.). Since this direction from UCOP, SOCR has developed a training series, including sessions on the role of the Title VI/Title VII Officers and conducting investigations under the A-D Policy. SOCR also developed a Title VI and Responsible Employee online training module for UC campus police and safety personnel, which launched in September 2026.

CONCLUSION

UC is continually developing and enhancing its ability to meaningfully prevent, detect, and respond to discrimination and harassment in all forms across the system. Creation of the SOCR office reflects UCOP's strong commitment to civil rights protections, as illustrated by the significant time, collaboration, and resources dedicated to this work across the system, in addition to the dedicated civil rights resources established and supported at each of UC campuses by campus leadership. UC is a community that cares deeply about these issues and constantly strives to proactively and responsively do this work in a manner that reflects the care, respect, and fairness our community members deserve.