UNIVERSITY OF CALIFORNIA



2024-25 ANNUAL REPORT ON SEXUAL HARASSMENT (SB 1166)

UNIVERSITY OF CALIFORNIA SYSTEMWIDE OFFICE OF CIVIL RIGHTS

INTRODUCTION

The University of California (UC) submits this report in compliance with CA Education Code Section 66282.2. The Systemwide Office of Civil Rights (SOCR) at the University of California Office of the President (UCOP) prepared this report for the 2024–25 fiscal year. SOCR is the umbrella office for the Systemwide Title IX Office (STIXO), the Systemwide Anti-Discrimination Office, and the Systemwide Disability Rights Office. The information presented in this report pertains to the 10 UC campuses (Berkeley, Davis, Irvine, Los Angeles, Merced, Riverside, San Diego, San Francisco, Santa Barbara, and Santa Cruz), the Lawrence Berkeley National Laboratory (LBNL), and University of California Office of the President (UCOP).

OVERVIEW OF PREVENTION AND RESPONSE

UC is committed to an environment free from harassment and discrimination in all forms. As part of UC's prevention and education efforts, all UC students and employees are required to annually take SHAPE (Sexual Violence and Harassment, 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; how to report and obtain support; formal and alternative resolution options; and the prohibition on retaliation. SHAPE promotes an environment in which UC community members understand their roles and responsibilities under the SVSH Policy and how to report and receive support.

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 advocacy and healing services to community members who have experienced sexual harassment, including sexual violence. Campuses also offer respondent support services for those alleged to have engaged in prohibited conduct.

SYSTEMWIDE DATA

SOCR maintains a systemwide case management system for campuses and locations to input information about their cases based on uniform data definitions established by SOCR. SOCR personnel conduct an annual data verification process with each campus and location to ensure data integrity.

The Title IX Officer at each campus or location ensures that data in the systemwide case management system is complete and accurate.

GLOSSARY OF REPORT TERMS

Alternative Resolution – A voluntary formal resolution process through which the parties may resolve a report or complaint of Prohibited Conduct by agreement in lieu of an investigative process. Alternative Resolution is not available when the Complainant is a student or patient and the Respondent is an employee or when an employee is alleged to have engaged in sexual violence as defined under the Sexual Violence and Sexual Harassment Policy (SVSH Policy). The Title IX Officer has discretion to determine whether the report or complaint is appropriate for Alternative Resolution.

Business days – UC timeframes in this report are based on business days (Monday through Friday) and exclude weekends and University holidays.

Complaint – For purposes of this report, a report of Prohibited Conduct not closed after initial assessment that may be addressed through a resolution process, such as an investigation or an alternative resolution.

Complainant – An individual alleged to have experienced Prohibited Conduct.

Confidential Resource – An employee who does not have an obligation to report information they receive about Prohibited Conduct while acting **in their confidential capacity**. Those employees include CARE personnel, Ombuds, licensed counselors in student counseling centers and in employee assistance programs, any person with a professional license requiring confidentiality (including health care employees but excluding campus legal counsel) or someone who is supervised by such a person, and pastoral counselors (meaning persons associated with a religious order or denomination, who are recognized by that religious order or denomination as someone who provides confidential counseling).

Exempt Personnel – While UC does not use this term in its SVSH Policy, for purposes of this report, this means an employee whose job description aligns with the definition of Confidential Resources in the SVSH Policy. A campus or location may identify additional

exempt personnel not listed in the SVSH Policy; any such personnel are identified below in the Data Charts section.

Fiscal Year – The UC fiscal year (FY) is July 1-June 30.

Final Administrative Decision by Decisionmaker – For the purposes of this report, a final administrative decision means the written determination of whether or not sexual harassment occurred as determined by the decisionmaker following the final investigative report and the subsequent hearing.

Hearings – Hearings are generally required as part of the DOE Grievance Process under the SVSH Policy. For the purposes of this report, it is important to note that some hearings that took place during the 2024-25 fiscal year were for cases where the complaints were received and/or investigated during a prior fiscal year.

Informal Resolutions – For the purposes of this report, Informal Resolutions are Alternative Resolutions as defined above and in the SVSH Policy.

Initial Assessment – The period between when a report is received and when the Title IX Officer determines how to proceed. The time to complete initial assessment varies on a case-by-case basis. The initial assessment includes:

- a determination as to whether the report on its face alleges Prohibited Conduct under the SVSH Policy;
- an assessment of the immediate health and safety of the Complainant and the campus community;
- a determination and oversight of supportive measures that are immediately necessary;
- outreach to the Complainant that includes an explanation of rights and reporting options (including the right to report to the police), a request to meet with the Title IX Officer, and all available campus and community resources;
- a limited factual inquiry, when appropriate, to determine how to process, which may include consultation with other offices as necessary;
- an assessment to determine whether the alleged conduct is covered by the Title IX regulation (DOE-Covered Conduct) such that a resolution process based on the Title IX regulation is required if the case proceeds to investigation (DOE- Grievance Process);
- if the conduct is not covered by the Title IX regulation, a determination whether the alleged conduct otherwise meets the definition of Prohibited Conduct under the SVSH Policy such that it could proceed to investigation (Formal Investigation); and
- engage with the Complainant in a trauma-informed manner, which includes providing space and time for the person to decide if they want to engage with the Title IX Office and/or to proceed with a resolution while balancing requirement to respond to reports promptly and equitably.

Investigation – Under the SVSH Policy, an investigation may be a Formal Investigation or a DOE Grievance Process. Under either process, an investigation begins when notice is concurrently provided to the identified parties that an investigation is commencing. The investigative process under both processes generally consists of fact-gathering, evidence review, and a final investigative report.

Length of Time – The timeframe calculations in this report are as follows:

- < 2 weeks = less than 10 business days
- 2 weeks – one month = 10–20 business days
- 1 – 3 months = 21–60 business days
- 3 – 6 months = 61–120 business days
- < 6 months = 120 business days or less
- 6 – 12 months = 121- 240 business days
- 12 – 18 months = 241–360 business days
- > 18 months = 361 business days or greater

Pending Hearing – For the purposes of this report, a pending hearing means that a hearing has been scheduled and a notice of hearing has been sent to the parties, but the hearing has not concluded and a final administrative decision has not been rendered.

Prohibited Conduct – As set forth in the UC SVSH Policy, which incorporates the definition of sexual harassment as defined in CA Education Code sections 66282.2, 66262.5, 212.5 and the Title IX regulations, Prohibited Conduct includes Sexual Assault – Penetration, Sexual Assault – Contact, Relationship Violence, Stalking, Sexual Exploitation, Sexual Harassment (*Quid Pro Quo* and *Hostile Environment*), Invasions of Sexual Privacy, sexual intercourse with a minor, exposure of genitals for the purpose of sexual gratification, failure to comply with an interim measure (e.g., no-contact order, suspension, or order of exclusion), and Retaliation.

Report – For purposes of this report, a report received by the Title IX Office that may constitute Prohibited Conduct.

Settlements – Campus and location Title IX Offices do not engage in settlements.

SVSH Policy – Sexual Violence and Sexual Harassment Policy

DATA CHARTS

Figure 1: *Aggregated numbers across UC campuses and locations for number of reports, number of complaints, and number of investigations in the 2024-25 fiscal year. In this period, there were 6174 reports, 221 complaints, and 185 completed investigations.*

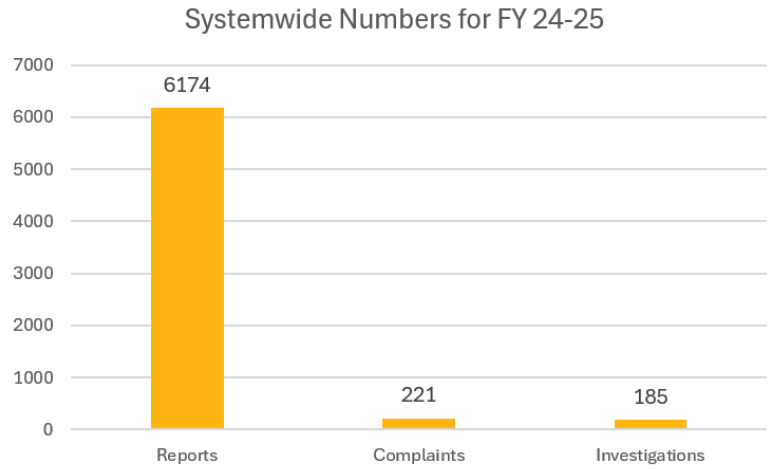


Figure 2: *Disaggregated numbers across UC campuses and locations for reports to Title IX offices across the 2024-25 fiscal year. Full data set: Berkeley: 735. Davis: 792. Irvine: 577. LBNL: 3. Los Angeles: 1431. Merced: 268. Riverside: 287. San Diego: 586. San Francisco: 382. Santa Barbara: 591. Santa Cruz: 507. UCOP: 15.*

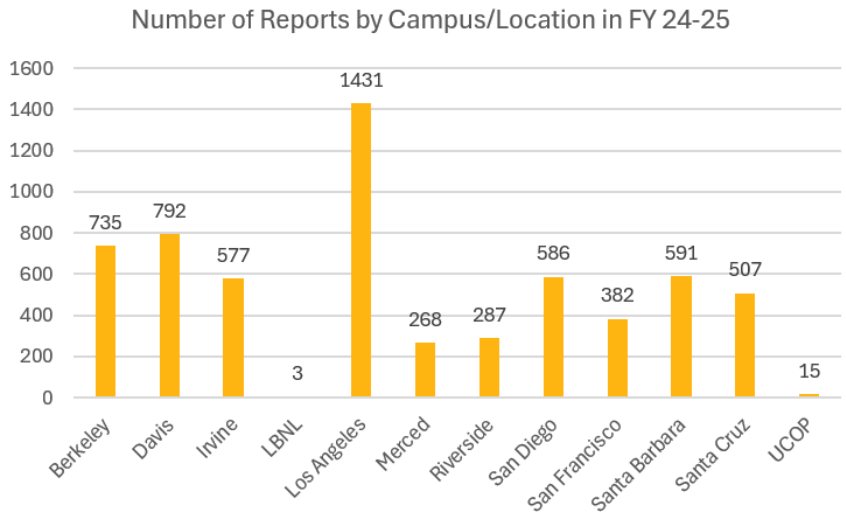


Figure 3: Disaggregated numbers across UC campuses and locations for SVSH complaints across the 2024-25 fiscal year. Full data set: Berkeley: 35. Davis: 19. Irvine: 16. LBNL: 0. Los Angeles: 22. Merced: 8. Riverside: 25. San Diego: 30. San Francisco: 21. Santa Barbara: 11. Santa Cruz: 33. UCOP: 1.

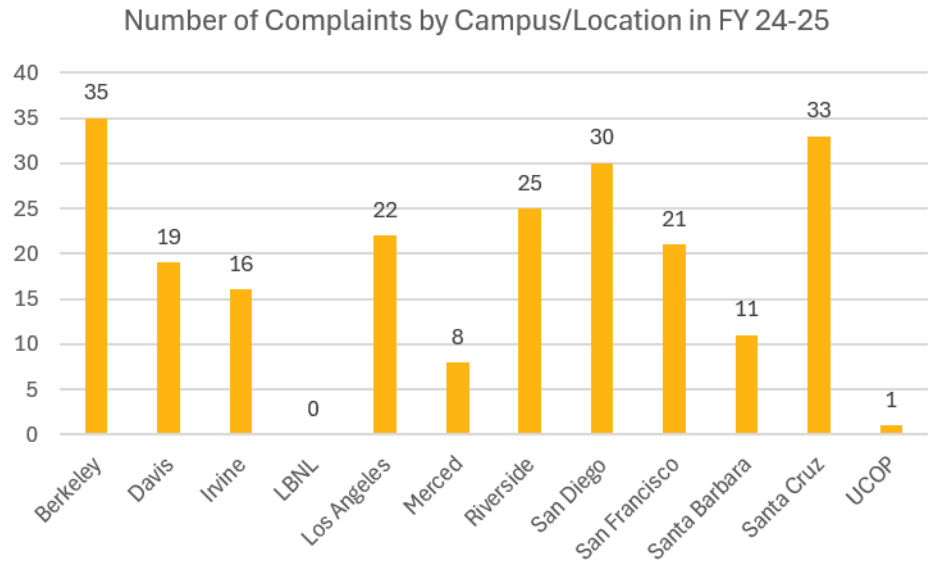


Figure 4: Disaggregated number of investigations across UC campuses and locations that were completed in the 2024-25 fiscal year. Full data set: Berkeley: 34. Davis: 17. Irvine: 15. LBNL: 0. Los Angeles: 22. Merced: 7. Riverside: 14. San Diego: 27. San Francisco: 11. Santa Barbara: 11. Santa Cruz: 26. UCOP: 1.

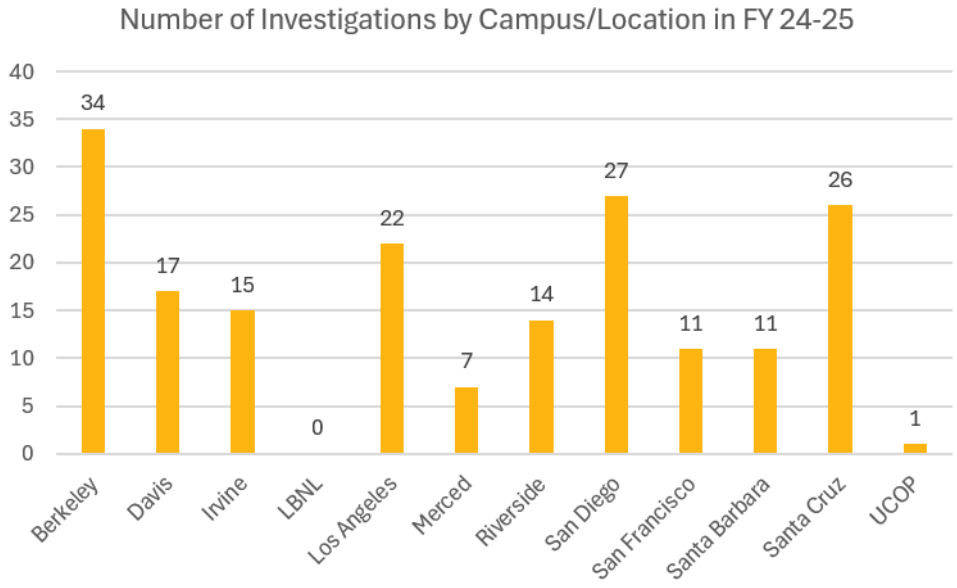


Figure 5: *Aggregated number of cases for UC campuses or locations in ranges for fiscal year 2024-25, capturing the amount of time between when the report was received and when an investigation began. The time ranges start with less than 2 weeks and end with over 18 months. Full data set: less than 2 weeks: 10. 2 weeks to 1 month: 24. 1 to 3 months: 84. 3 to 6 months: 53. 6 to 12 months: 22. 12 to 18 months: 3. Over 18 months: 2.*

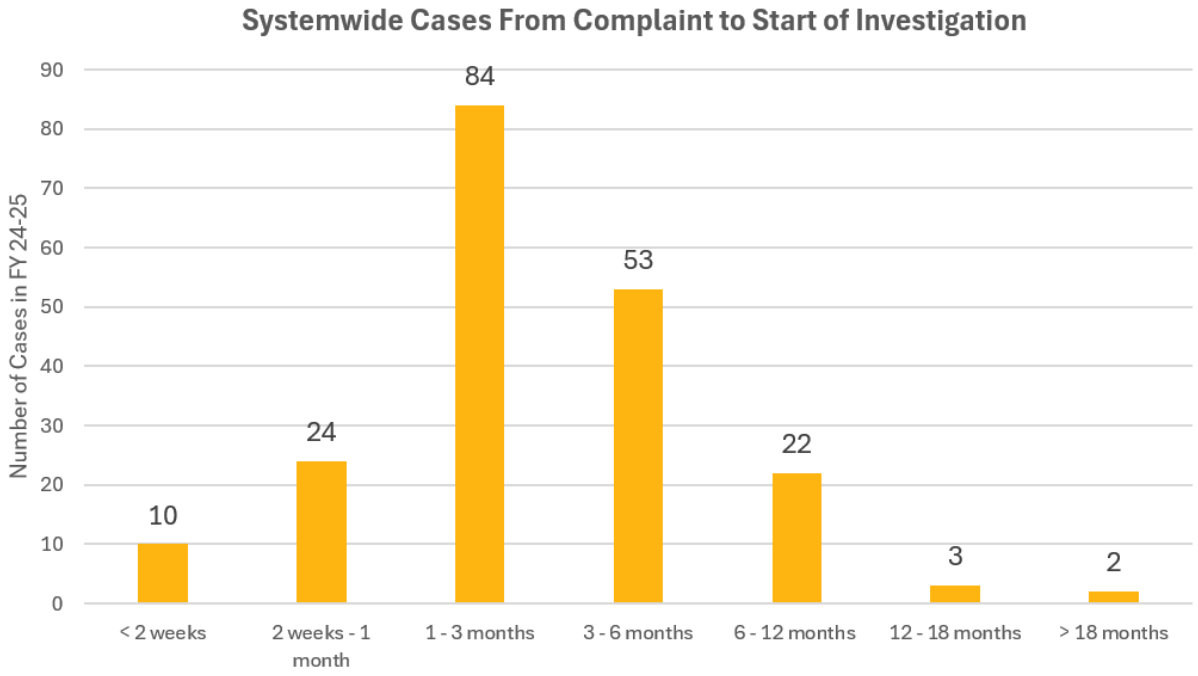


Table 1: Disaggregated number of cases for each UC campus or location across the time ranges in Figure 5, indicating the days between date a report was received to the start of an investigation during fiscal year 2024-25. All values are calculated in UC business days.

Campus/ Location	< 2 weeks	2 weeks to 1 month	1 - 3 months	3 - 6 months	6 - 12 months	12 - 18 months	> 18 months
Berkeley	0	5	20	4	5	2	0
Davis	0	3	7	0	0	0	0
Irvine	5	3	5	0	0	0	0
LBNL	1	0	0	0	0	0	0
Los Angeles	0	4	9	8	5	0	0
Merced	0	0	2	4	0	0	0
Riverside	2	5	7	3	1	0	0
San Diego	2	1	11	15	2	0	0
San Francisco	0	0	2	9	8	0	0
Santa Barbara	0	0	10	6	0	0	0
Santa Cruz	0	3	11	3	1	1	2
UCOP	0	0	0	1	0	0	0
Total	**10**	**24**	**84**	**53**	**22**	**3**	**2**

Figure 6: Aggregated number of cases for all UC campuses or locations in ranges for fiscal year 2024-25, capturing the amount of time between the start and end date of an investigation. The time ranges start with under 6 months and end with over 18 months. Full data set: less than 6 months: 72. 6 to 12 months: 87. 12 to 18 months: 18. Over 18 months: 4.

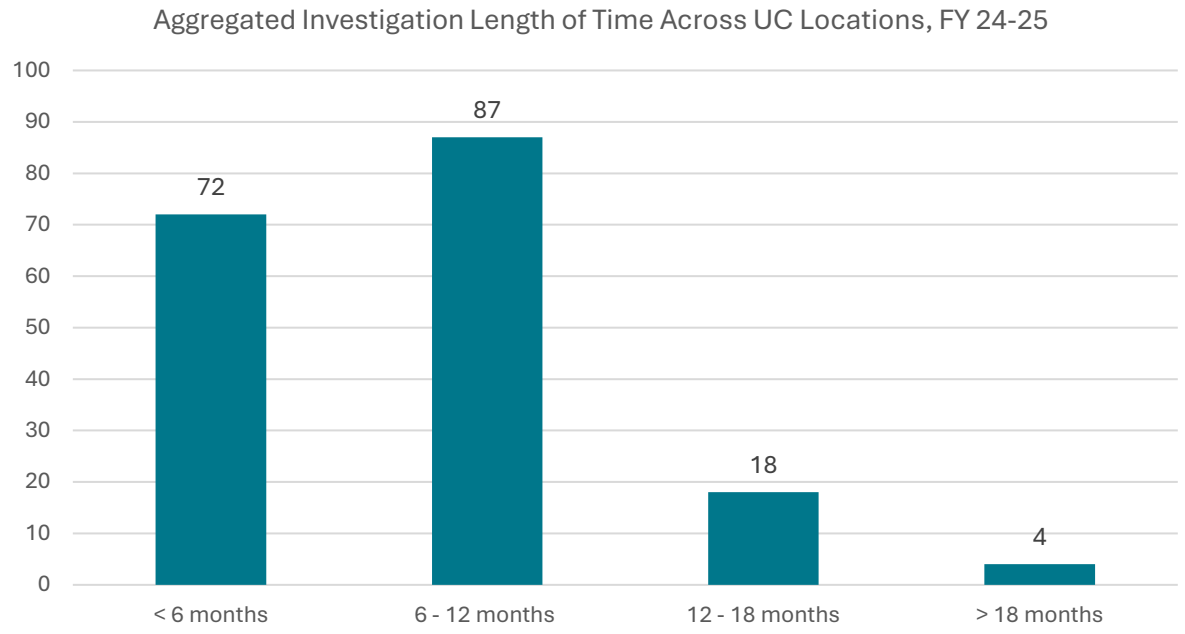


Table 2: Disaggregated number of cases for each UC campus or location across the time ranges in Figure #6, indicating the days between the start and end date of an investigation during fiscal year 2024-25. All values are calculated in UC business days.

Campus/Location	< 6 months	6 - 12 months	12 - 18 months	> 18 months
Berkeley	20	20	2	0
Davis	9	5	0	0
Irvine	7	3	0	0
LBNL	0	1	0	0
Los Angeles	0	4	3	2
Merced	2	2	0	0
Riverside	16	2	0	0
San Diego	6	15	4	2
San Francisco	2	9	7	0
Santa Barbara	0	13	2	0
Santa Cruz	9	13	0	0
UCOP	1	0	0	0
Total	**72**	**87**	**18**	**4**

Figure 7: Aggregated numbers across UC campuses and locations for hearing-related outcomes for fiscal year 2024-25: total number of hearings, pending hearings, final administrative decisions following hearing, and informal resolutions following hearing completed in fiscal year 2024-25. In this period, there were 66 hearings, 73 pending hearings, 66 final administrative decisions following hearing, and 0 informal resolutions following hearing.

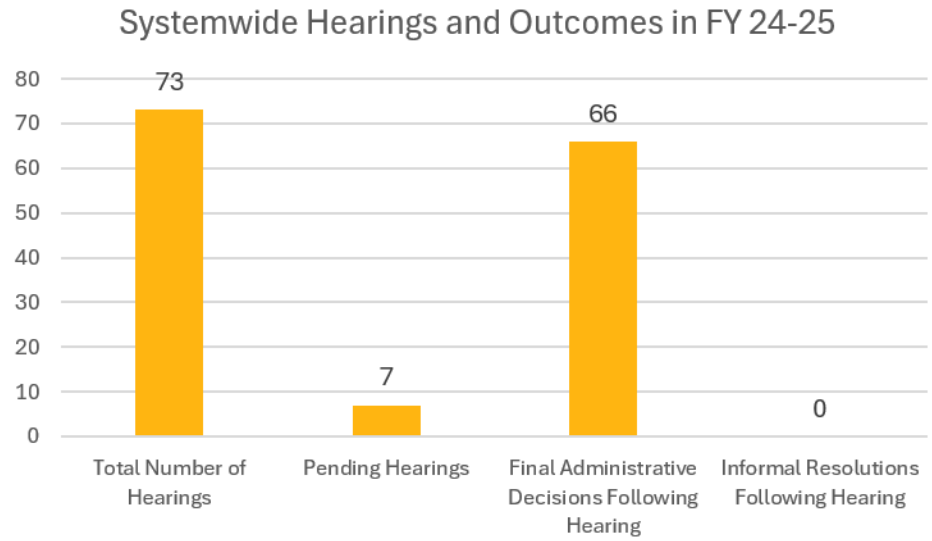


Table 3: Disaggregated data for each UC campus or location for total number of hearings, pending hearings, final administrative decisions by following hearing, and informal resolutions following hearing completed in fiscal year 2024-25.

Campus/Location	Total Number of Hearings	Pending Hearings	Final Administrative Decisions Following Hearing	Informal Resolutions Following Hearing
Berkeley	12	0	12	0
Davis	2	0	2	0
Irvine	5	0	5	0
LBNL	0	0	0	0
Los Angeles	9	0	9	0
Merced	1	0	1	0
Riverside	5	0	5	0
San Diego	15	7	8	0
San Francisco	2	0	2	0
Santa Barbara	7	0	7	0
Santa Cruz	15	0	15	0
UCOP	0	0	0	0
Total	**73**	**7**	**66**	**0**

Figure 8: *Disaggregated number of appeals under the SVSH Policy during fiscal year 2024-25, with the outcomes of those appeals. Nearly all appeals upheld the decision or sanctions from the case, except for 1 outcome each at Berkeley and San Francisco. Full data set: Berkeley: 5 upheld; 1 overturned. Davis: 1 upheld. Irvine: 4 upheld. LBNL: none. Los Angeles: 3 upheld. Merced: 1 upheld. Riverside: 2 upheld. San Diego: 7 upheld. San Francisco: 1 other. Santa Barbara: 2 upheld. Santa Cruz: 3 upheld. UCOP: none.*

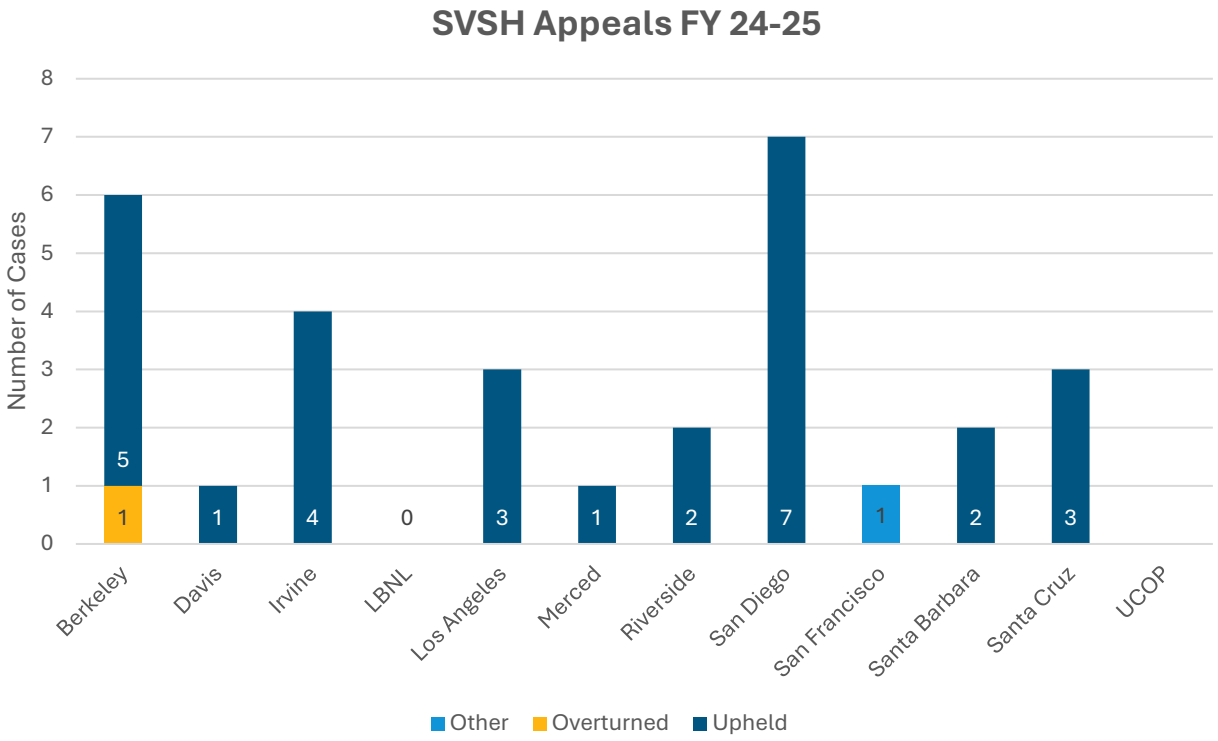


Figure 9: *The number of CBA (Collective Bargaining Agreement) appeals under the SVSH Policy during fiscal year 2024-25.*

The UC does not have any reportable CBA appeal outcomes in this category for the 2024-25 reporting period.

EXEMPT PERSONNEL

In addition to the categories of employees identified in the SVSH Policy and under Confidential Resources in the Terminology section of this report above, the following employees have been designated by their campuses as Confidential Resources.

Campus/Location	Name
Santa Barbara	LGBTQ+ Resource Center for Staff
Davis	LGBTQIA Resource Center for Staff
Davis	Women's Resource Center
Los Angeles	Staff & Faculty Counseling Center
Los Angeles	Santa Monica Rape Treatment Center

MAP OF CAMPUSES AND LOCATIONS

