



SYSTEMWIDE TITLE IX OFFICE

OFFICE OF THE PRESIDENT  
1111 Franklin Street,  
Oakland, California 94607-5200

May 6, 2020

Dear Title IX Officers:

Today the U.S. Department of Education (ED) issued long-anticipated Title IX rules mandating how schools across the country respond to complaints of sexual harassment. The University of California has expressed serious concerns about aspects of the federal rules since ED first proposed them in 2018. We advocated strongly for the Department to address the most problematic parts and to ensure they further the objectives of both condemning sexual harassment and ensuring a fair process.

The University's efforts included submitting a comprehensive [comment letter](#) to ED from President Napolitano and me and issuing [a press release](#) stating our most serious concerns. To make our case, we placed [an op-ed](#) by President Napolitano in the *Washington Post*, wrote a [position piece](#) for the Congressional Quarterly, and met to advocate for changes with both the Assistant Attorney General for the Civil Rights Division of the Department of Justice and the Office of Management and Budget, the agency that reviews significant federal regulations. Throughout this uncertain time, I know you and your campus partners have worked tirelessly to inform and reassure students and other members of the UC community of the policies and protections in place at UC.

It was incredibly disappointing, then, to see ED largely disregard the input it received – not only from UC, but from concerned Title IX professionals, students and others across the nation. It is particularly disheartening that the rules adopt a narrow definition of sexual harassment that many warned could leave some serious misconduct unaddressed, undermine the significant work of UC and others to foster trust by lowering the bar to which schools are held under Title IX, and require investigation and adjudication processes—such as direct cross-examination by parties' advisors—that we know are not best practices.

UC's imperative now is to respond to the rules thoughtfully and deliberately, with the security and well-being of our students and the broader community as our highest priorities. Legal challenges to the rules—which UC will support—may stop or delay their implementation. In the meantime, the Department has given schools until August 14, 2020 to comply. Given that time frame, the Systemwide Title IX Office and Student Affairs will establish a workgroup with diverse, systemwide representation to help us identify ways to comply with the rules while staying true to our values. Our offices will consult closely with you as well as your campus partners and the Student Advisory Board.

Together, we will ensure that students and other members of the UC community continue to come forward, that those who engage in our resolution processes are treated both fairly and empathetically,

Title IX Officers

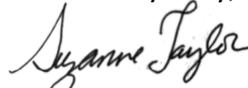
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and that our outcomes are just and reliable. I realize this responsibility comes at a time of anxiety and suffering across the nation and globe, and when we are challenged to come together on a difficult task the way we normally would. We must do our best, as we always do, and continue to hold ourselves to the high standards the UC community rightly expects.

Thank you once again for your leadership and the challenging and important work you and your staff do every day. I am inspired by your dedication, kindness and professionalism. Through unwavering commitment, we have made great strides. We will guard that progress fiercely.

Yours very truly,

A handwritten signature in cursive script that reads "Suzanne Taylor".

Suzanne Taylor

Systemwide Title IX Director