

Status Report on Inaugural Title IX Student Advisory Board Recommendations

In June 2019, the inaugural UC Title IX Student Advisory Board (SAB) made several recommendations falling into four topic areas: Values, Funding Imperatives, Training and Data Collection. These recommendations were developed in collaboration with students, other campus stakeholders, the Systemwide Title IX Office (STIXO) and UCOP Graduate, Undergraduate, and Equity Affairs (GUEA). The recommendations are posted on the [STIXO website](#). The chart below provides status reports from STIXO and GUEA on each recommendation. The first column of the chart is the SAB recommendation. The second column is the first status report, provided to the 2019-2020 SAB in January of 2020. The third column is the current status, provided to the 2020-2021 SAB in March 2021.

Recommendation Topic Area: Values	January 2020 Status Report to SAB	March 2021 Status Report to SAB
1. The Board recommends that the UC develop more resources to help clarify Title IX processes and policies, including reporting flowcharts and policy summaries, to empower students in deciding whether and how to engage with the Title IX process.	<ul style="list-style-type: none"> • Creation of flowcharts in revised Appendix E • Op-ed in student newspapers to explain proposed Title IX regulations • Online FAQ on student adjudication process 	<ul style="list-style-type: none"> • Creation of flowcharts in Appendix F (DOE Grievance Process for students) and staff/NFAP and faculty procedures • Developed Title IX Regulations Slide Deck and FAQ and posted on STIXO website • Op-ed in student newspapers to explain revised SVSH Policy and impact of Title IX regulations
2. The Board recommends that the university take a proactive approach to releasing summary statements on the conclusion of an adjudication process for high-profile cases and cases in which the university is the subject of a federal Title IX investigation.	<ul style="list-style-type: none"> • Under Consideration 	<ul style="list-style-type: none"> • Planned presentation by UCLA Equity, Diversity and Inclusion Office on public reports for 2020 in-person systemwide Title IX meeting, postponed due to Covid • Remains under consideration
3. The Board maintains the importance of accessibility of policy documents, processes, and any resources pertaining to SVSH to ensure all people can equally access the information regardless of physical or non-physical disability status.	<ul style="list-style-type: none"> • Policy documents are in accessible format online • Disability related training at Systemwide Title IX meeting • Webinar for campus Title IX offices 	<ul style="list-style-type: none"> • Policy documents are in accessible format online • Fall 2020 systemwide trainings were captioned and posted on systemwide website • Online trainings tested for electronic accessibility
4. The Board recommends that the University's Responsible Employee policy be clarified and considered for revision as it pertains to student-workers. We recommend further guidance and training on when student workers are serving "in the course of employment."	<ul style="list-style-type: none"> • Seeking SAB guidance on SVSH Policy Responsible Employee provision: "If a Responsible Employee learns, in the course of employment, that a student may have experienced Prohibited Conduct, they must 	<ul style="list-style-type: none"> • Responsible Employee refresher course developed with graduate student worker scenario

	promptly notify the Title IX Officer or designee. This includes resident assistants, graduate teaching assistants, and all other student employees, when disclosures are made to them in their capacities as employees. "	<ul style="list-style-type: none"> • Student feedback on responsible employee training content sought through SAB and UAW • Additional guidance to be developed on when student workers are "in the course of employment"
5. The Board recommends UC campuses strongly urge all professors and lecturers to include a note in their course syllabi that defines their responsible employee obligations and provides contact information of SVSH and reporting resources on campus.	<ul style="list-style-type: none"> • Sharing SAB Recommendation with relevant stakeholders 	<ul style="list-style-type: none"> • Sharing SAB Recommendation with relevant stakeholders
6. The Board recommends Title IX Offices promote their visibility on campus, particularly to diverse student populations.	<ul style="list-style-type: none"> • Conducting campus resource assessments • Prevention panel on outreach to at systemwide meeting 	<ul style="list-style-type: none"> • Campus resource assessments completed • Prevention panel and training for investigators held at systemwide Title IX meeting, topics included partnerships and strategies for outreach to diverse student populations and culturally competent investigations.
7. The Board recommends that UC campuses strongly urge their Title IX and CARE offices to include student representatives on hiring committees for their staff.	<ul style="list-style-type: none"> • Sharing SAB recommendation with relevant stakeholders 	<ul style="list-style-type: none"> • Sharing SAB recommendation with relevant stakeholders
8. The Board recommends that future revisions of the SVSH policy include more robust understandings of power and authority as integral to the definitions of consent and sexual assault.	<ul style="list-style-type: none"> • Will revisit during future SVSH Policy revision processes • Note: Incorporated into Sexual Assault aggregating factor of overcoming the will of complainant by "<i>duress</i> (a direct or implied threat of force, violence, danger, hardship, or retribution that is enough to cause a reasonable person of ordinary sensitivity, taking into account all circumstances including age and relationship (including a power imbalance), to do or submit to something that they would not otherwise do)" 	<ul style="list-style-type: none"> • Incorporated into 2019 SVSH Policy revisions • Included relative status of complainant and respondent, employment and academic supervisory relationships, and power differentials in factors to be considered in discipline of faculty SVSH respondents.

Recommendation Topic Area: Funding Imperatives	January 2020 Status Report to SAB	March 2021 Status Report to SAB
9. The Board strongly supports the work of CARE, and we recommend that additional resources and advocates are allocated as per individual CARE office requests to adequately serve all survivors.	<ul style="list-style-type: none"> CARE resource assessment process underway 	<ul style="list-style-type: none"> CARE resource assessment completed, dissemination plan in progress
10. The Board recommends that campus Title IX offices be provided resources to assess investigation procedures, office staffing and capacity, and prevention education programs. Following the assessment, we recommend that UCOP and/or campus officials commit to providing resources to each Title IX office pursuant to the assessment findings.	<ul style="list-style-type: none"> Title IX resource assessment completed for each campus STIXO meeting with Council of Chancellors STIXO supporting campus Title IX offices 	<ul style="list-style-type: none"> STIXO continues to support campus Title IX offices in implementation of resource assessment
Recommendation Topic Area: Training	January 2020 Status Report to SAB	March 2021 Status Report to SAB
11. The Board recommends establishing a standardized, trauma-informed, “just in time” training for people involved in the adjudication of SVSH cases, including Student Conduct officers, appeals bodies, and faculty on the Privilege and Tenure committee.	<ul style="list-style-type: none"> Annual training requirements for Title IX staff Training requirement for members of IRT Training provided for Peer Review Committee members Regular training provided for Conduct officers Training provided to Hearing Officers; webinar to be developed 	<ul style="list-style-type: none"> CARE developing trauma informed training for decision makers and other participants in Title IX resolution process Presentation by Professor Jennifer Freyd on institutional betrayal theory for members of University Task Force on Faculty Sanctions
12. The Board recommends that mandatory online training programs be regularly updated and improved based on student feedback.	<ul style="list-style-type: none"> SAB will be consulted when new online training curriculum is developed 	<ul style="list-style-type: none"> SAB provided opportunity for stakeholder feedback on Sexual Assault Prevention online training for undergraduates and graduates, and Responsible Employee refresher training
Recommendation Topic Area: Data Collection	January 2020 Status Report to SAB	March 2021 Status Report to SAB
13. The Board recommends standardized data collection from all UC Title IX offices regarding complainants’ and respondents’ university affiliation,	<ul style="list-style-type: none"> Systemwide case management system in process Vendor selected – iSight 	<ul style="list-style-type: none"> Systemwide case management system designed and launched in December 2020

<p>tenure status, gender identity, race/ethnicity, socioeconomic status, the length of time between report and conclusion, respondent/complainant status, and type of SVSH.</p>	<ul style="list-style-type: none"> • Systemwide “core team” established • Exploring how to integrate with student information and HR systems 	<ul style="list-style-type: none"> • Currently planning integration with UC Path and Student Information Systems on each campus which will facilitate collection of demographic information
<p>14. The Board recommends that all campus Title IX offices conduct post-investigatory surveys with all Title IX parties to assess the University’s response to complaints, the performance of the investigatory body, equity in the process, and consistency in sanctioning.</p>	<ul style="list-style-type: none"> • SAB recommendation will be shared with campus Title IX offices 	<ul style="list-style-type: none"> • SAB recommendation will be shared with campus Title IX offices
<p>15. The Board encourages any groups engaged in collecting campus climate data (e.g. survey, focus group, etc.) on UC campuses to consider including questions regarding sexual violence and sexual harassment.</p>	<ul style="list-style-type: none"> • Explored systemwide survey • Incorporated into University of California Undergraduate Experience Survey (UCUES) • Exploring graduate survey 	<ul style="list-style-type: none"> • STIXO working with UC Federal Government Relations Office on federal legislation which may require annual surveys • STIXO continuing to explore incorporating SVSH questions into graduate student surveys
<p>16. The Board recommends that the UC conduct research on (1) average sanctions for substantiated cases of sexual assault, sexual harassment, and other prohibited conduct and (2) the effects of mandatory minimum sanctions in order to explore whether more effective means than mandatory minimums may be used to address consistency, equity, and inadequate sanctioning.</p>	<ul style="list-style-type: none"> • Task Force on Faculty Sanction Guidelines will produce guidelines for faculty discipline • STIXO engaged in ongoing data collection 	<ul style="list-style-type: none"> • Guidelines for faculty discipline completed • STIXO working with Task Force co-chairs to finalize narrative and chart with disciplinary factors to be provided to decision makers in adjudication process • STIXO remains engaged in data collection on sanctions