

To learn more about confidential options contact:

UC Merced CARE Advocate
209-386-2051

Counseling and Psychological Services (CAPS)
STUDENTS ONLY
209-228-4266 (24-hour hotline)

Insight Employee Assistance Program
EMPLOYEES ONLY
800-422-5322

Office of Ombuds Services
209-228-4410

Valley Crisis Center
(Community Resource)
209-722-4357 (24-hour hotline)

WHAT DO I DO (for Responsible Employees: Supervisors)

When I Receive Notice of a Sexual Violence or Sexual Harassment Concern?

What is Title IX?

Title IX refers to the 1972 Education Amendments of the Civil Rights Act, which states:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

This language has been interpreted to include protection from all forms of discrimination for sex, gender, gender expression, gender identity, sexual orientation, or marital status. Sexual violence, including domestic/dating violence and stalking, is considered the most extreme form of sexual harassment.

Reporting Examples

Do I report that a UC Merced employee told me she had been slapped across the face by her date at a party? **Yes.**

Even if her date was not affiliated with UC Merced? **Yes.**

Even if the party was off campus? **Yes.**

Do I report that a student/employee asked for interim measures (no contact orders, class/exam accommodation, etc.) due to domestic violence or stalking? **Yes.**

Even if s/he is not wanting to file a complaint? **Yes.**

Do I report that I overheard people in the quad discussing someone grabbing butts? **Not required.**

Would that be different if the person was specifically telling me about the grabbing? **Yes, then you would report if either the reporter or grabber is a UC Merced affiliate.**

Do I report that a UC Merced affiliate told me “something bad happened”? **Not required unless you have specific reason to know it relates to gender or sexual violence.**

What Gets Reported?

Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature.

Sexual Violence: Physical sexual acts are engaged without the consent of the other person or when the other person is unable to consent to the activity. Sexual violence includes sexual assault, rape, battery and sexual coercion; domestic violence; dating violence; and stalking.

- › Physical force, violence, threat or intimidation
- › Ignoring objections or revocation of consent from the other person
- › Causing the other person's intoxication or impairment through the use of drugs or alcohol
- › Taking advantage of another person's impairment (including voluntary intoxication)

Other Prohibited Behaviors: Non-consensual sexual activity is engaged in, with or without the intent to harm another, but does not rise to the level of an assault. Misconduct occurs even when a person believes unreasonably that effective consent was given when it was not, or could not be, given.

- › Electronically recording, photographing or transmitting intimate or sexual utterances, sounds or images of another person
- › Allowing third parties to observe sexual acts
- › Engaging in voyeurism
- › Distributing intimate or sexual information about another person

Report to Campus Administration

MICHAEL Z. SALVADOR
Director of Compliance, Title IX/EEO/AA
University of California, Merced

PHONE: 209-285-9510

EMAIL: msalvador2@ucmerced.edu

WHAT INFORMATION DO I PROVIDE TO TITLE IX?

Names, dates, locations(s), incidents – any information you have needs to be relayed.

REPORTS CAN GO TO

Any UC Merced manager or supervisor, the academic personnel office, and the student conduct office.*

*These entities are obligated to, in turn, notify the Title IX Officer.

All examples included are provided to aid understanding and do not constitute a comprehensive list. If ever in doubt, please contact the Director of Compliance to consult or default to reporting. For more information on definitions, see the UC Policy on Sexual Harassment and Sexual violence, and the UC Merced Protocol on Sexual Harassment and Sexual Violence at: [DSVP.ucmerced.edu](https://www.ucmerced.edu/DSVP)



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Reporting Examples

Do I report that a UC Merced student told me she had been slapped across the face by her date at a party? **Yes.**

Even if her date was not affiliated with UC Merced? **Yes.**

Even if the party was off campus? **Yes.**

Do I report that a student asked for interim measures (no contact orders, class/exam accommodation, etc.) due to domestic violence or stalking? **Yes.**

Even if s/he is not wanting to file a complaint? **Yes.**

Do I report that I overheard people in the quad discussing someone grabbing butts? **Not required.**

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