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June 27, 2017

CHANCELLORS

Dear Colleagues:

As part of our continuing efforts to strengthen our response to sexual violence and sexual harassment in our community, I am providing you with the attached documents that describe the University's new procedures for investigating and adjudicating complaints of sexual violence and sexual harassment against faculty and other UC personnel.

Specifically, attached are:

1. The systemwide framework for investigating and adjudicating allegations of sexual violence and sexual harassment against faculty; and
2. The systemwide framework for investigating and adjudicating allegations of sexual violence and sexual harassment against non-represented staff and non-faculty academic personnel.

Consistent with the UC Policy on Sexual Violence and Sexual Harassment, these frameworks incorporate the recommendations I accepted last year from the Joint Committee of the Administration and Academic Senate, and the President's Committee on Sexual Violence Sexual Harassment Disciplinary Process for UC Personnel other than Faculty.

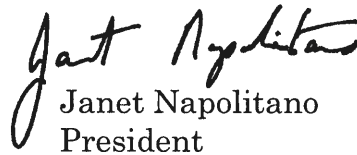
As I communicated in my November 4, 2016 letter to you, the recommendations as reflected in these frameworks must be implemented at each UC location. Local procedures are to be in effect no later than September 1, 2017. If you have questions about the frameworks, or need assistance in implementation, I encourage you to contact Systemwide Title IX Coordinator Kathleen Salvaty. She can be reached by email at Kathleen.Salvaty@ucop.edu and by telephone at (510) 987-9161.

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The development of these procedural frameworks represents an important milestone in UC's efforts to promptly and effectively respond to sexual violence and sexual harassment. The University has no tolerance for such behavior, and we must ensure that substantiated cases of sexual violence and sexual harassment are treated firmly and fairly across UC.

I am grateful to all the students, staff, and faculty who have participated in this process and helped us strengthen our efforts to combat sexual violence and sexual harassment. I also want to thank you for your commitment to these needed reforms. The changes reflected in these frameworks and elsewhere will contribute to creating and maintaining a culture of safety and respect for everyone in our community.

Yours very truly,


Janet Napolitano
President

Attachments

cc: Division Leaders
Vice Provost Carlson
Vice President Duckett
Systemwide Title IX Coordinator Salvaty