

# Adjudication of Sexual Violence/ Harassment cases

The UCI logo consists of the letters 'UCI' in a bold, dark blue, sans-serif font. The letters are centered within a light blue, multi-lobed circular graphic that resembles a stylized sun or a flower. The background of the entire slide is a solid dark blue.

**UCI**

**Bright Past.  
Brilliant Future.**

**Diane O'Dowd, VP Academic Personnel**

November 12, 2018

## Procedures

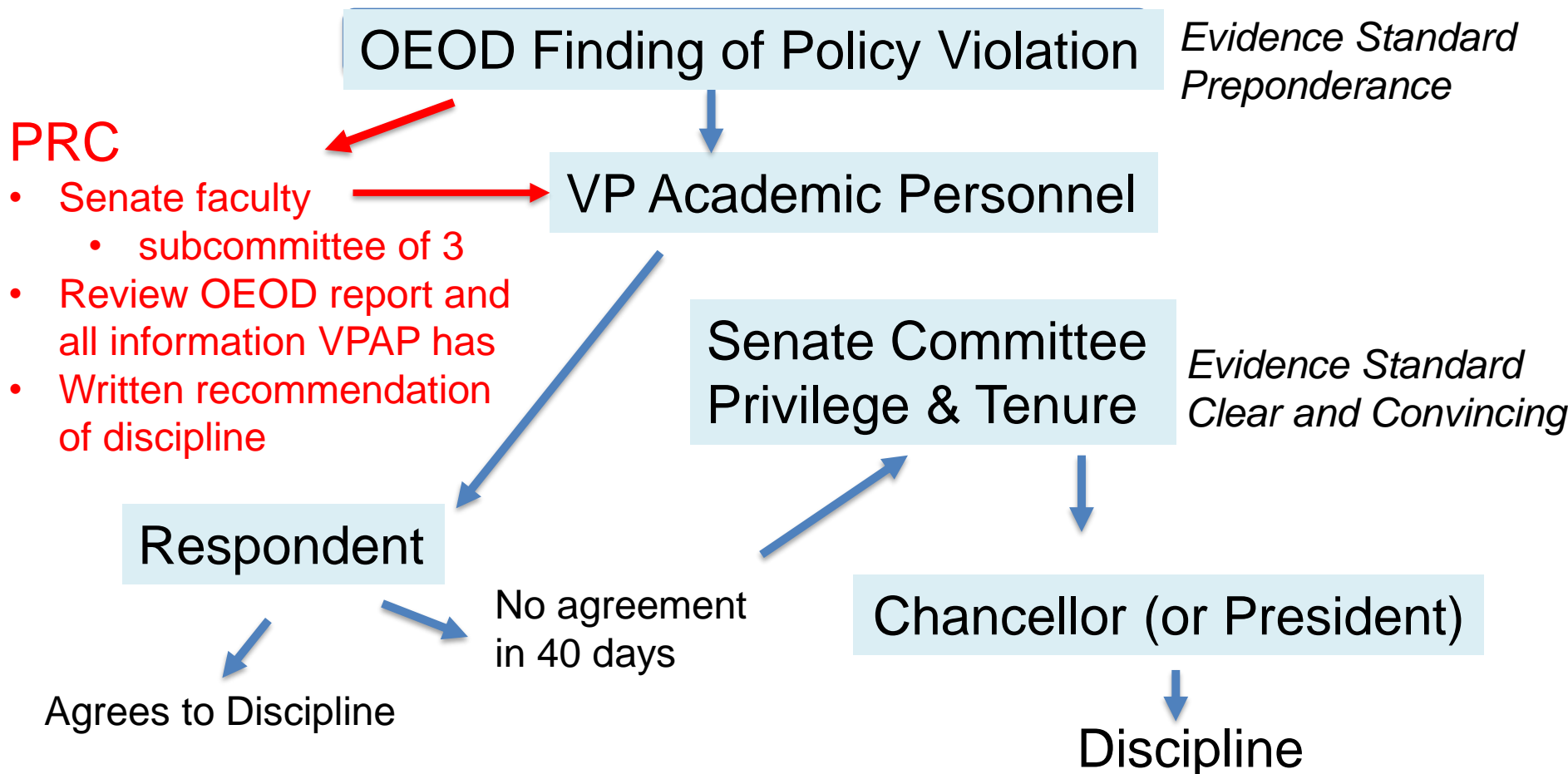
1. Investigation
2. Adjudication

## 1. Investigation Process: One-Stop-Shop

### OEOD

- Handles all complaints
- Full time trained investigators
- Consistent Process
- Retains institutional records

## 2. Adjudication: Faculty 2017



## **Discipline (APM 016)**

1. Letter of censure in file
2. Reduction in salary
3. Demotion
4. Suspension without pay
5. Denial or curtailment of emeritus status
6. Dismissal from University

## **Additional possible sanctions**

1. Restrictions on teaching/mentoring
2. Restrictions on administrative roles, office location

## On Campus Support Services

- Complainant
  - CARE advocates
- Respondent
  - Respondent support service

## Fall 2018 School Visit Panel

- OEOD: Office of Equal Opportunity and Diversity  
<http://oeod.uci.edu>
- PRC: Peer Review Committee  
<http://ap.uci.edu/svshpeerreviewcommittee/>
- CPT: Committee on Privilege and Tenure  
<http://senate.uci.edu/committees/committees/committee-on-privilege-and-tenure-cpt/>
- VPAP: Vice Provost Academic Personnel <http://ap.uci.edu>

## Moving Forward

1. Live theater production sexual harassment training at new faculty orientation
2. School based summits
  - a. Discussion of institutional and personal trauma
  - b. Learn about retaliation in all forms
  - c. Heal and improve culture
3. Deans discussing models of non-dyadic mentoring



## PRC (<http://ap.uci.edu/svshpeerreviewcommittee/>)

- A. Charge
  - 1. Advisory to VPAP on SVSH cases with findings
- B. Composition
  - 1. Senate nominated faculty
  - 2. Subcommittee of 3 on each case
- C. Reviews information on case
  - 1. OEOD report of findings
  - 2. Recommendation of discipline from Dean/Chair
  - 3. Respondent input on resolution
  - 4. Complainant input on resolution
- D. Provides recommendation on discipline
  - 1. VPAP consults with PRC before any discipline other than recommended is implemented
  - 2. Is informed of the final outcome of each case