

University of California, Berkeley

Steps taken to-date to strengthen campus sexual assault response and policies (Partial list/May 2014)

UC Berkeley provides a network of support services, educational outreach programs and reporting assistance for students coping with sexual assault and seeking to raise awareness. We know there is always room for improvement and below is a partial list of some of the more recent steps taken to strengthen campus efforts.

- **Confidential Survivor Advocate.** A new position is being created that will assist victims in navigating the reporting process and help survivors secure emotional support and resources in the aftermath of an assault.
- The Campus' Office for the Prevention of Harassment and Discrimination (Title IX office) has added **two new Title IX investigators** to support the university's goal to complete investigations within 60 days, bringing the total to four investigators.
- A new **Interim Sexual Misconduct Policy** was established in **September 2013** by the Center for Student Conduct. Now survivors may be accompanied at hearings and are allowed to appeal hearing outcomes; and new accommodations are possible for survivors who wish to avoid seeing the respondents during a hearing.
- UCPD has established a **Survivor Resource Specialist** position. This role is dedicated to providing assistance and guidance in how to report an assault, obtain counseling and additional options and resources to encourage him or her to take necessary additional steps.
- New **sexual assault web site.** In April 2014 the campus launched a one-stop website that provides information about preventing, reporting and adjudicating sexual misconduct on campus. Visit: <http://survivorsupport.berkeley.edu/>
- UC Berkeley's **Title IX Compliance Advisory Committee** was established in 2013 and began meeting in fall 2013. Students play an important role as members of this group, which reports directly to Chancellor Dirks.
- **Prevention and outreach education.** The campus has multiple programs and campaigns that emphasize violence prevention, consent and tools for de-escalating and intervening in situations; resources and referrals for help and support; and advocacy strategies. A few examples include EmpowerU, an education and awareness program required for incoming students, Bears that CARE, the bystander education program, and a month of comprehensive awareness programming in April 2014 that included the annual Take Back the Night resource fair, rally and march designed to end the silence around sexual and relationship violence across all genders and sexual orientations. There are also multiple websites, posters, and workshops hosted by student groups and campus units.
- **Resources/raising awareness.** UCPD and the Center for Student Conduct created pocket card resource lists and the university placed a number of campus newspaper ads to provide direction to resources and raise awareness about sexual assault.
- UC Berkeley's senior administrators continue their outreach to/conversations with student complainants regarding how to strengthen current efforts.

Various media reports have referenced sexual assault cases that were handled through UC Berkeley's Center for Student Conduct. Some of those cases were resolved prior to the Student Code of Conduct currently in effect. Below is an overview of our process including new changes that provide the complainant /survivor with broad rights throughout the conduct process.

Recent changes to the student conduct process strengthen survivor engagement throughout the process.

In our current process, survivors may bring an adviser with them at each step of the conduct process. The advisor can be anyone, including an attorney. That person may accompany the survivor before, during, and after the hearing. While these individuals may not address the hearing panel or question witnesses, they may provide guidance to the students in doing so. The students also may bring witnesses to a hearing.

The Center for Student Conduct finds ways to accommodate survivors who do not want to be in the hearing room, as well as those who do want to address the hearing panel in person but do not wish to see the accused student. Options include using Skype or adding a partition in the room so the two students cannot see each other.

Under the new process, the survivor may be present in the room during the entire hearing. The only time both parties (accused student and survivor) are asked to leave the room is during the panel's deliberative process. In addition, the survivor may question/challenge statements made by the student facing conduct charges.

Some survivors have expressed concerns regarding being questioned by the accused student. Under the student conduct process, the student responding to charges has the right to question the person making the accusation. The survivor also has right to ask questions of the accused

In our current process, both the responding student and the complainant have the right to appeal the outcome of a sexual misconduct case, as well as view the conduct file.