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March 7, 2014

MEMBERS OF THE UC COMMUNITY

Dear Friends:

Last spring, President Obama signed into law the Violence Against Women Reauthorization Act (VAWA), which requires institutions, including the University of California, to comply with new regulations about responding to domestic violence, dating violence, sexual assault, and stalking.

We have no tolerance for these crimes and welcome the opportunity to standardize, and clarify, our policies and procedures against them.

To comply with these new requirements, today I am issuing a new presidential policy (<http://policy.ucop.edu/doc/4000385/SHSV>) that prohibits sexual harassment and sexual violence, provides support for victims, and outlines training for faculty, staff, and students.

This new policy identifies procedures for reporting and investigating an incident, outlines sanctions against the perpetrator that may be imposed after disciplinary proceedings, protects a victim's confidentiality, as well as provides information on victims' rights, support services, and requests for accommodation. The policy also provides for the training of students, faculty, staff, and for those who investigate and conduct hearings.

Representatives from Academic Personnel, Human Resources, Student Affairs, Office of the General Counsel, and Title IX offices have worked diligently to modify our existing sexual harassment policy in order to meet the federally mandated requirement to comply by March 7, 2014.

The policy will continue to evolve given the significant, thoughtful, and substantive comments many of you have provided during the review process. In addition, we expect the Department of Education to issue regulations regarding VAWA, which are anticipated by November 2014. We are also following several California-related bills making their way through the legislative process that also may affect the policy. As a result, this version of our policy is a good faith effort made with the understanding that future changes will be required.

At the University of California we want our faculty, staff, and students to feel not only safe and secure but also welcomed and supported. In those instances when they are victimized, this policy provides clear direction regarding the support and procedures that are available to them. And when perpetrators are identified, we want to ensure that discipline is imposed.

If you have questions or comments about the policy, I encourage you to get in touch with the Title IX officer on your campus.

Very truly yours,

Janet Napolitano
President