What Everyone at UC Riverside Should Know about Sexual Violence* 

Information, Reporting and Resources

* (Sexual Harassment, Sexual Assault, Sexual Battery, Sexual Coercion, and Rape)

The Division of Diversity, Excellence and Equity
About Campus Commitment

UC Riverside (UCR) is committed to creating and maintaining an environment free of all forms of exploitation, intimidation, harassment and sexual violence which includes sexual harassment. At UCR such behaviors are not tolerated and are prohibited both by law and by University policy.

Title IX/Sexual Harassment Office

The Title IX/Sexual Harassment Office (Title IX/SHO) maintains a leadership role in UCR’s commitment to a learning and workplace environment in which all persons are treated with civility, dignity, and respect. Under Title IX, Educational Amendments of 1972 and Title VII, Civil Rights Act of 1964, Title IX/SHO monitors and evaluates campus policies and procedures to ensure compliance and to provide an environment in which all members of the campus community feel supported and free of personal threat from all forms of sexual violence.

In addition, the Title IX/SHO has the primary responsibility for educating the campus community on sexual harassment and other forms of sexual violence; counseling individuals involved in complaints; investigating and resolving complaints; report findings; and making recommendations to the appropriate administrators.

This booklet provides information about sexual violence, the impact of sexual violence, and reporting options and resources.
To obtain a copy of the campus *Policy on Sexual Harassment* and the Procedure for Responding to Reported Incidents of Sexual Assault and Rape Involving Students, Faculty and Staff, visit the Title IX/Sexual Harassment Office website at [www.titleix.ucr.edu](http://www.titleix.ucr.edu).

**SEXUAL VIOLENCE**

**What is sexual violence?**

The United States Department of Education Office for Civil Rights (OCR) defines the term “sexual violence” as **physical sexual acts perpetrated against a person's will** or where a person is incapable of giving consent due to the victim’s use of drugs or alcohol. An individual also may be unable to give consent due to mental or other disabilities. A number of different acts fall into the category of sexual violence, including rape, but not limited to, sexual assault, sexual battery, and sexual coercion. All such acts of sexual violence are forms of sexual harassment covered under Title IX of the Education Amendments of 1972. Title IX is a federal law that prohibits sexual harassment which includes acts of sexual violence against male and female students and employees. *(U.S. Department of Education (OCR), Dear Colleague Letter [April 2011])*

**Who is at risk?**

Everyone is at risk—sexual violence has no boundaries. Anyone can be a victim of sexual violence regardless of age, race, religion, gender, sexual orientation, education or socioeconomic status.
The spectrum of sexual violence includes:

**SEXUAL HARASSMENT**

The law and University policies prohibit a student, professor, supervisor, co-worker, coach or visitor from sexually harassing you in the classroom, in the workplace, or at a sponsored UCR event—regardless if the event is on campus or at another location.

Sexual harassment is any unwelcome sexual advance, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment can cause an individual to feel uncomfortable, and hinder their ability to function at school or at work. Although the majority of reported incidents are committed by men against women, both men and women can be targets of sexual harassment, and it can occur between individuals of the same gender. Some examples of harassing behavior include, but are not limited to:

- Insults, name-calling, and offensive jokes;
- Intimidating words or actions;
- unwelcome or inappropriate touching;
- sexually suggestive remarks or gestures;
- unsolicited pornographic materials;
- obscene messages (via text or computer);
- pressure for sexual activity or a date; and
- sexual assault and rape.

**SEXUAL ASSAULT**

Sexual assault is a general term which covers a wide range of criminal behaviors, including rape. Sexual assault includes forced sodomy, forced oral copulation, and sexual battery. It also includes situations where the accused sexually assaults an individual who is
incapable of giving consent or is prevented from resisting due to the use of drugs or alcohol.

Sexual assaults are not only committed by strangers. Sexual assaults can be committed by someone you know and trust like a dorm mate, friend, a date, spouse, co-worker, boyfriend or girlfriend.

**SEXUAL BATTERY**

Sexual battery is defined as **when an individual touches an intimate part of another person** while that person is unlawfully restrained by the accused or an accomplice, and if the touching is against the will of the person touched, and is for the purpose of sexual arousal, sexual gratification, or sexual abuse.

- “Touches” mean physical contact with the skin of another person whether accomplished directly or through the clothing of the person committing the offense.
- “Intimate part” means the sexual organ, anus, groin, or buttocks of any person, and the breast of a female.

**SEXUAL COERCION**

Coercion is the **use of emotional manipulation to pressure someone** (by force, or the use of alcohol or drugs) to do something they may not want to do—like being sexual or performing certain sexual acts. An individual may be coerced by the person’s comment(s). For example, statements like “If you really love me, you would have
sex with me,” “If you don’t have sex with me I will find someone who will,” and “I’m not sure that I can be with someone who doesn’t want to have sex with me” may be used. These kinds of statements have been used in date/acquaintance rapes and intimate partner relationship violence incidences. Being pressured into having sexual intercourse or performing sexual acts (against your will) is not giving consent--It is sexual assault or rape.

Remember, **to have consent**, there must be “... positive cooperation” and “the person must act freely and voluntarily...” *(For the complete definition see California Penal Code 261.6)*

**RAPE**

Under California Penal Code 261, rape is summarized as **sexual intercourse against an individual’s will** accomplished by force or threats of bodily injury; or fear that the victim or another will be injured if the victim does not submit to the intercourse; or where the victim is incapable of giving consent or prevented from resisting due to being intoxicated, drugged, unconscious or asleep.

At UC Riverside, we recognize that the majority of date/acquaintance rapes may involve drugs and alcohol. Even if an individual who experienced sexual assault was under the influence of drugs or alcohol at the time of the assault, law enforcement or the University will not penalize a person who reports her/his incident.
Statistics on What’s Happening on College Campuses across the United States

• Among college women, 1 in 5 Women are victims of completed or attempted sexual assault

• One-third of victims of sexual assaults are first year, full-time students between 17-19 years old

• In a survey of 412 college students, 11.7% of gay or bisexual men and 30.6% of the lesbian or bisexual women indicated that they had been forced to have sex against their will at some point in their lives.

• US Department of Justice (1998)--approximately 80% of women who reported being stalked by a current or former partner, were also physically assaulted by the same partner

• Approximately 90% of sexual assaults are committed by an individual the survivor knows.

• 81% of on-campus and 84% of off-campus sexual assaults are not reported to the police.

• In a survey of students at 171 institutions of higher education, alcohol was involved in 74% of all sexual assaults.

Source: Clinical Psychologist, Dr. Kathleen Young

The Impact of Sexual Violence

Every person is unique and survivors of sexual violence will react and respond to their experience of sexual violence in different ways. It is not uncommon for survivors to have a range of emotions, psychological and/or physical reactions as a result of sexual violence (i.e., sexual harassment or rape). Some individuals may report their incident immediately, while others may wait days, weeks or even months before talking to anyone about it. Regardless of whether a survivor reports her/his incident, whether
it occurred on or off campus, or if it was recent or in the past, the effects of sexual violence can negatively impact how survivors function on a day-to-day basis (i.e., personal well-being, success at school or work).

Survivors of sexual violence may experience, but not be limited to, one or more of the following:

**Emotional and Psychological Effects**
- Guilt, shame, self-blame
- Shock, disbelief
- Fear, anxiety, or stress
- Feelings of lack of control
- Anger, hostility, or aggression
- Depression
- Difficulty concentrating
- Interpersonal problems
- Flashbacks, panic attacks
- Low self-esteem, social withdrawal

**Physical Effects**
- Physical injury
- Concerns about physical safety
- Concerns about pregnancy or contracting an STI or HIV
- Changes in physical appearance
- Changes in eating or sleeping patterns
Reporting Sexual Violence

UC Riverside Police and the Sexual Assault Resource Services Consultant/Team

Filing a Police Report and Services for Survivors

UC Riverside encourages all members of the campus community who experience any form of sexual violence to report such incidents to any campus representative. The decision to file a report with UC Riverside Police Department or any local law enforcement agency lies within the discretion of the survivor. Whether or not a survivor chooses to report the incident to law enforcement, there is support and help for the survivor. The campus’s Sexual Assault Resource Services Consultant/Team or the local rape crisis center will provide information, support and referrals to a survivor no matter what course of action she/he chooses to take.

The Sexual Assault Resources Services Consultant and Team will explain the options and alternatives available to the survivor including, but limited to:

- Filing a police report;
- Obtaining aid through the Riverside County District Attorney Victim-Witness Assistance Program;
- Disciplinary options available within the University;
- The availability of mediation;
- Alternative housing assignments in cases involving University housing; and
- Academic and job-related assistance.

*UC Riverside Police does not require a person who believes they have been sexually harassed to file a formal complaint.
Title IX/Sexual Harassment Office

Filing an Administrative Complaint

The Title IX/Sexual Harassment Office is the central office for making an administrative complaint regarding behavior that may constitute sexual harassment and other forms of sexual violence. The Title IX/SHO offers consultations for students, faculty, staff and supervisors who have questions or concerns. In addition, a person may call the Title IX/SHO anonymously to discuss her/his situation and receive information, and decide what to do later.

The Title IX/SHO offers a variety of resolutions including, but not limited to:

- Referrals for mediation, counseling and other appropriate campus resources;
- Educational programs and training workshops designed for students, faculty and staff groups;
- Investigation of complaints (early resolution and formal);
- Remedies for the complainant;
- Consultation for the accused;
- Consultation for supervisors, professors, students and staff who receive reports about sexual harassment, sexual assault or rape.

*On the back of this brochure is a list of campus representatives that can provide assistance.

If You Have Been Accused

Know the policy. The Policy on Sexual Harassment and the Academic Personnel Policy provides information regarding the standards of conduct and guidelines governing grievance and disciplinary procedures. The Policy on Sexual Harassment covers all members of the UCR community including faculty and other
academic personnel, staff employees, students, and non-students or non-employees who participate in University programs.

A student, faculty or staff employee accused of violating either of the policies mentioned should become familiar with the policy that applies to him/her. There are several on-campus resources available to assist those that have been accused or have questions regarding behaviors constituting sexual violence including sexual harassment, sexual assault or rape.

Resources on-campus, but not limited to:

- Title IX/Sexual Harassment Office (951) 827-7070
- Dean of Students Office (951) 827-6095
- Dean of Graduate Division (951) 827-4302
- Student Conduct & Academic Integrity Programs (951) 827-4208
- Office of Faculty & Staff Affirmative Action (951) 827-5604
- Faculty and Staff Assistance Program (951) 781-0510 or (800) 266-0510
- Academic Personnel (951) 827-5032
Where to Get Help

On-Campus Resources for Students, Faculty and Staff

- UCR Police Department – 911 from any campus phone or (951) 827-5222
- Title IX/Sexual Harassment Office (951) 827-7070
- Sexual Assault Resource Services Consultant and Team (951) 827-6225
- Ombudsman (951) 827-3213

On-Campus Resources for Students

- Student Counseling Center (951) 827-5531
- UCR Student Affairs Case Manager (951) 827-9354
- Campus Health Center (951) 827-3031
- Student Conduct & Academic Integrity Programs (951) 827-4208
- Women’s Resource Center (951) 827-3337
- Lesbian, Gay Bisexual & Transgender Resource Center (951) 827-6627
- Residence Life, Student Conduct & Advocacy Housing, Dining & Residential Services (951) 827-4252

On-Campus Resources for Faculty and Staff

- Faculty and Staff Assistance Program (951) 781-0510 or (800) 266-0510
- Office of Faculty & Staff Affirmative Action (951) 827-5604
- Labor Relations (951) 827-3641
- Academic Personnel (951) 827-5032

Off-Campus Resources for Everyone

- City of Riverside Police Department 911 or (951) 826-5314
- Riverside Area Rape Crisis Center (951) 686-7273
- Alternatives to Domestic Violence (951) 683-0892
- Victim Witness Program (951) 955-5450
- National Sexual Violence Resource Center (717) 909-0710
- Rape, Abuse & Incest National Network (RAINN) (800) 656-HOPE (4673)
- Department of Education Office for Civil Rights (OCR) (415) 486-5700
- Equal Employment Opportunity Commission (EEOC) (800) 669-4000
- Department of Fair Employment and Housing (800) 884-1684

For additional information contact:
Title IX/Sexual Harassment Office
349 Surge
Telephone: (951) 827-7070
Or visit the website at: www.titleix.ucr.edu