

Office for the Prevention of Harassment & Discrimination (OPHD)

Important Points for Academic Department Chairs:

Overview of OPHD

- Serve the entire UC San Diego community (faculty, staff and students)
- Neutral and impartial factfinders
- Oversee non-discrimination policies
- Serve as Title IX Office
- Provide education & training
- Resolve informal complaints
- Investigate formal complaints
- Respond to Report Bias online complaints

What happens if I file a complaint?

- An OPHD investigator will reach out to the Complainant (or Reporting Party) for more information
- OPHD will provide options and resources
- OPHD helps find solutions and may help with interim relief

OPHD has a new Director and Title IX Officer: Jennifer Broomfield jbroomfield@ucsd.edu (858) 534-8297

The UC Sexual Violence and Sexual Harassment Policy requires that “Responsible Employees” report certain matters immediately to OPHD. The Policy defines Responsible Employees as follows:

Responsible Employee: Any University employee who is not a Confidential Resource and who receives, **in the course of employment, information that a student (undergraduate, graduate, or professional) has suffered sexual violence, sexual harassment or other prohibited behavior shall promptly notify the Title IX Officer or designee.** This includes Resident Assistants, Graduate Teaching Assistants, and all other student employees, when disclosures are made to any of them in their capacities as employees.

The Policy specifically states that **Faculty members are Responsible Employees and cannot be confidential**

Types of Harassment

Jokes, banter, comments, advances; notes, emails or other online communication; Physical behavior such as touching or blocking someone’s way; inappropriate photos

Note: Does not require intent to harass

****Consult with OPHD about addressing issues within your Dept. BEFORE they become severe or pervasive****



OPHD can tailor trainings to your Department including specific subject matter such as:

- Issues pertaining to field research
- Working with diverse populations
- Bystander intervention in academic settings
- Harassment in lab settings
- Harassment in hospital settings
- First Amendment and academic freedom issues

OPHD handles complaints of harassment or discrimination based on protected categories including: race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services.

OPHD does not handle general bullying complaints that do not involve a protected category. If bullying is adversely affecting a specific group, however, OPHD may be the appropriate resource.

OPHD Contact information:

201 University Center

(Corner of Gilman and Myers)

858.534.8298

ophd@ucsd.edu

ophd.ucsd.edu

Reportbias.ucsd.edu

