



COORDINATED COMMUNITY REVIEW TEAM FOR
SEXUAL AND GENDER-BASED VIOLENCE AND
MISCONDUCT (CCRT)

2016 REPORT

UCLA Title IX Coordinator and CCRT Chair: Jessica Price

CCRT Annual Report

The Coordinated Community Review Team for Sexual and Gender-Based Violence and Misconduct (CCRT) is responsible for a campus collaborative approach to preventing and addressing sexual misconduct. The CCRT serves in an advisory capacity to campus leadership and community members about best practices in policies, education, prevention and response to sexual misconduct.

CCRT partners include, but are not limited to, Student Affairs, Human Resources, Deans, Office of Ombuds Services, student groups such as Bruin Consent Coalition (BCC), and many others.¹

The CCRT meets quarterly. In 2016, the CCRT met in January, May, and November, and covered topics such as the new Sexual Violence and Sexual Harassment Policy, the Student Adjudication Model, CARE certificate training, graduate student engagement, prevention education efforts, recommendations by the UC Office of the President, and members' roles in sexual violence prevention and response. This report is an overview of the work on which the CCRT has focused in 2016 with a glimpse into some of the 2017 plans that are currently underway.

Title IX

On January 1, 2016, the entire UC system adopted a revised systemwide policy on Sexual Violence and Sexual Harassment. This 23-page policy makes clear that all forms of gender discrimination, including sexual violence and sexual harassment, and including discrimination on the basis of gender identity, violate both law and University policy. It includes a clear definition of consent, definitions of prohibited conduct, and reporting options, among other things. In 2016, the Title IX office also published Responsible Employee guidance in the form of two documents: [Sexual Violence & Sexual Harassment Reporting: A Short Guide for Staff and A Short Guide for Faculty](#).

Since the policy became effective, and since we published Responsible Employee guidance, the Title IX office has fielded more than 500 reports.

On February 6, 2017, UCLA's previous Title IX Coordinator, Kathleen Salvaty, became the UC Systemwide Title IX Coordinator. Then-Appeal Body Chair for student sexual violence/sexual harassment matters, Jessica Price, became UCLA's Interim Title IX Coordinator.

In 2017, the Title IX office has translated its outreach (including a notice of Complainant's resources and options) into Spanish and also partnered with the Center for Pacific Asian Family to translate that same letter into Mandarin.

A Case Management Team to discuss procedures, interim measures, campus health and safety concerns, and alternative resolution options in student sexual violence/sexual harassment matters continues to meet weekly. In March, 2017, the Title IX office also established a Staff Case Management Team, and the Title IX office now consults twice monthly with representatives from

¹ For a complete list of CCRT Campus Partners, see Appendix A.

campus human resources and other stakeholders to discuss procedures in staff sexual violence/sexual harassment matters. The Title IX office is working closely with our CARE office and Respondent Support Coordinator to ensure that the people who support staff in Title IX matters are trained in staff processes. The Title IX office has also convened stakeholders to distribute information on the Title IX office's role in preventing and addressing pregnancy discrimination.

The Title IX Coordinator has begun office hours that are now publicized on the Title IX [website](#). That website also has a [calendar](#) of Title IX related or sponsored events and workshops to promote transparency in the activities of the Title IX office.

The Title IX office also issued a statement in support of transgender members of UCLA's community. This statement is [online](#) and includes links to UCLA and UC policies reiterating UCLA's commitment to inclusion and support for all gender identities.

Athletics

The Department of Intercollegiate Athletics (DIA) continued to partner the Title IX Coordinator and the CARE office to facilitate our annual SVSH workshops for the staff, coaches and student-athletes in the Fall of 2016.

In October and November 2016, the Title IX and CARE coordinators presented to all DIA coaches and staff (approximately 300 people). This year, we divided the participants into small groups and included SVSH scenarios for discussion. DIA coaches and staff were provided with a resource folder that included the UC Policy, and resources for reporting SVSH at UCLA.

In October 2016, the DIA partnered with the One Love Foundation (www.joinonelove.org) to facilitate Escalation Workshops for all 25 intercollegiate teams at UCLA (approximately 675 student-athletes). These workshops included a presentation from the Title IX Coordinator about SVSH, viewing of the One Love film about relationship violence and the warning signs of relationship abuse, and debriefing the film through small group guided discussions.

Furthermore, the DIA worked with the Title IX Coordinator to create a process for new coaches that are hired after the fall in-person trainings. This alternative training is facilitated by a designated Associate Athletic Director (Ashley Armstrong), and includes the Title IX PowerPoint presentation that reviews the UC Policy, SVSH prevention and response information that DIA employees must know.

Students

This year, Bruin Consent Coalition (BCC) has worked on a number of projects and created many new events and outreach programs. BCC had their annual Consent Week at the beginning of Winter Quarter, which included events such as Man Up, which addressed toxic masculinity, and Queer Talks, which focused on challenges LGBTQ folks face with sexual violence. BCC also had their first Students Against Sexual Violence Summit, which aimed to get students involved in activism and provide a space to learn about sexual violence with an intersectional approach. The Title IX Coordinator presented at the Summit. BCC also released their #LetsPictureConsent photo campaign on Valentine's Day, which addresses nonconsensual photo sharing as well as

sending unwanted pictures. In April, BCC held a variety of events for Sexual Assault Awareness Month, including their annual Clothesline Display. BCC continues to work on policy issues, those affecting both campus and California.

CAPS

Through the CCRT, campus partners have helped to identify education and prevention training opportunities. For example, UCLA Counseling and Psychological Services (CAPS) announced the receipt of a grant to provide a training program through A Call to Men. Nicole Green, Director of CAPS, announced plans to and coordinated the training program through CCRT. CCRT provided the opportunity for Paul to connect with CAPS so that the work of the Engaging Men workgroup is supportive of and informed by the A Call to Men training series.

CARE

With a small staff in 2016, CARE navigated offering both advocacy case management services and outreach education services to the community. Up 43% from 2015, CARE served 269 clients in 2016 from the undergraduate and graduate student populations. CARE provided various levels of training to the community through both stand-alone presentations and workshop series. Two notable series were the CARE certificate program, which graduated 76 participants from an 11-hour allyship training. The CARE certificate program covers topics ranging from identity and intersectionality to the neurobiology of trauma and supporting survivors to campus resources to self-care. Another notable program is the Violence Intervention and Prevention (VIP) Program with the Greek Community. VIP trains liaisons from different Greek chapters to be responsible for identifying opportunities for education within their organization and collaborating with CARE to build custom programs based on the identified opportunities. VIP had 60 participants who attended nine trainings and facilitated more than 50 events within the Greek Community. Through resource fairs and tabling events, CARE reached thousands of community members including undergraduate and graduate students, staff, and families of our students. CARE collaborated with student organization BCC and partnered with Title IX throughout 2016.

Dean of Students

Since the new UC policy on Sexual Violence and Sexual Harassment was adopted on January 1, 2016, the Office of Student Conduct has been responsible for partnering with the Title IX Office to issue notices of charges, and has been responsible for adjudicating cases investigated by the Title IX Office. This includes providing both respondents and complainants the opportunity to meet with or submit a statement to a Dean prior to the issuance of the Dean's decision.

Associate Dean of Students and Director of Student Conduct, Jasmine Rush, participates fully in both the Student Case Management Team (CMT) and CCRT, and consults on all interim suspensions and interim exclusions of students.

Also since January 1, 2016, the Office of the Dean of Students has dedicated 0.3 FTE (a portion of the position held by Deb Geller) to the role of Deputy Title IX Coordinator. This position participates fully in both CMT and CCRT, provides Title IX training to students and responsible

employees, facilitates interim supportive measures for complainants and respondents as appropriate, coordinates internal background checks on parties involved in reports as requested by the Title IX Office, and coordinates the consultations on all interim suspensions and interim exclusions of students. In addition, she serves as scheduling liaison to the members of the Student Title IX Appeal Body.

The Dean of Students, Maria Blandizzi, consults with the Chancellor when, following the consultation facilitated by the Deputy Title IX Coordinator, there is a recommendation to impose interim suspensions and/or interim exclusions on a respondent. She is the appeal point should a student appeal interim action, facilitating hearings and issuing decisions. She is responsible for modifying interim actions at the beginning of each academic quarter, as appropriate, until investigations are complete.

Residential Life

Residential Life serves a community of approximately 12,000 students who live in the residence halls on campus. As expected, Residential Life staff collaborate frequently with the Title IX staff in the following ways:

A. Resident Assistant and Professional Staff Training

Residential Life coordinates with the Title IX Office to train approximately 240 Resident Assistants and more than 40 professional staff on how to respond/report incidents of sexual violence/sexual harassment and how to support those involved both during and after the incident. When viewed from the academic year standpoint, the primary CARE and Title IX training session occurs during Fall Training (August 31st) with a “Title IX refresher” held in the first days of the Winter Quarter (January 9th). The training is tracked and participation is mandatory. Make-up sessions were held at different points of the year for new hires and those unable to attend a mandatory session (September 30th, February 3rd, April 28th).

B. Programmatic Efforts and Educational Outreach

Residential Life staff plan and implement numerous active programs and create/distribute a large volume of passive materials to educate the community about issues related to sexual violence/sexual harassment. Typical topics include consent, bystander intervention, self-defense, dating/relationship violence, and how to report incidents. For the 2016 calendar year, there were 31 active programs directed related to sexual violence/sexual harassment education and many more passive efforts.

C. Incident Report, Referral, and Response

Residential Life staff coordinate closely with the Title IX Office when information is received about an incident of sexual violence and/or sexual harassment. Whenever such information is received, the survivor is given a detailed pamphlet of reporting options and confidential resources and an Incident Report is created. The Incident Report is sent to the Title IX Office along with recommendations on how to support involved parties. Residential Life forwarded approximately 92 such reports to the Title IX for review during 2016.

Respondent Support Coordinator

The Respondent Support Coordinator has supported student respondents in sexual violence/sexual harassment matters. As of March 12, 2017, the Respondent Support Coordinator Jason Zeck has become available to provide respondent services to staff as well. The services provided include answering questions about the Title IX process, reviewing statements, e-mails, and/or other documents prior to the respondent's submission to Title IX, Office of Student Conduct, or for an Appeal Hearing.

Training

We continue to develop and deliver primary prevention and awareness programs for all members of the UCLA community.

We collaborate with the UCLA CARE Program, CAPS, the Dean of Students, Residential Life, the Athletics Department, the Office of Fraternity & Sorority Life, Human Resources, Student Affairs, the Bruin Consent Coalition, LGBT Campus Resource Center, UCLA New Student & Transition Programs, Staff Diversity & Compliance, the Graduate Division, and others.

Training for new incoming students

Incoming students receive three educational points of contact during their first six weeks on campus. This includes 1) the online Think About It training module, 2) presentations offered in-person; (first year undergraduate students, incoming undergraduate transfer students, and international students via the student orientation) (60-90 minutes) presented by New Student & Transition Programs, and incoming graduate students at various scheduled sessions organized by the Title IX office and Graduate Division with the help of the Graduate Resource Center, and 3) a letter from campus leadership sent to the entire UCLA community about resources and options.

In 2016, with undergraduate students, we had a 99.9% completion rate of online training and a 95% completion rate of in-person training. With incoming graduate students we had a 91.5% completion rate of online training and a 97% completion rate for in-person training. We continue to work towards 100% completion rates.

Targeted Training for special populations

Tailored in-person training was also delivered within the first six weeks of the fall quarter to groups such as athletes, fraternities and sororities, the band, and others; see the "Athletics" section of this report for details of the athlete training. We continue to identify populations on our campus such as study abroad trip facilitators, international students, summer programs, and

others. As programs are identified, targeted training is scheduled and the programs are added to the list for yearly in-person targeted training.

Fraternity and Sorority Life

In 2016 Fraternity & Sorority Life partnered with Title IX and CARE to provide training to approximately 4,000 students in the Fraternity & Sorority Life Community.

During the Fall 2016 quarter, within the Fraternity and Sorority Life community, 18 organizations reached full compliance. The majority of all organizations had 90% to 95% of their chapters in attendance at our in-person trainings. Some organizations, with a chapter size close to 170 to 200 students, only had one or two of their members not in attendance. For your perusal, in Appendix B, you will find the letters (compliance and non-compliance) that we sent to each of our chapter presidents as appropriate, with a copy to their chapter advisors, council presidents, and when applicable to their International Headquarters. For the organizations that were not in compliance, no social activities/programs were to be held or approved. In the Winter 2017 quarter, for the organizations in a non-compliance status, additional in-person trainings were provided. By February 2017, we reached 100% of full compliance for our Fraternity & Sorority Life Community.

In addition to the targeted training in the first six weeks, ongoing training is carried out through the year. Some of our fraternities and sororities have designated representatives of their organizations to receive additional training and become prevention liaisons through CARE's Violence Intervention and Prevention ("VIP") Program (60 representatives). Resident Assistants, Resident Directors (Res Life) and Teaching Assistants (Title IX) also receive Responsible Employee training to understand their obligations to inform the Title IX office if they learn that a student has experienced sexual harassment, sexual assault, relationship violence or stalking.

Training for Faculty, Supervisors and Staff

Faculty, Supervisors, and Staff receive training at the onboarding, including Responsible Employee training, and continue to receive training every year or every two years as required. Faculty, managers, and supervisors are required take a two-hour training either on-line or in person. In person trainings are scheduled quarterly and are delivered by the Title IX Coordinator or designee. Life Theater, an entertaining and interactive training with professional actors to help staff talk through hypothetical workplace problems, is also an in person training that is made available yearly for those needing to fulfill their two-hour requirement. This year we offered two Life Theater in-person shows for faculty, supervisors and staff on April 26, 2017. As of 2016, the course material for the two-hour trainings, including the Life Theatre trainings, has been updated. In addition, all non-supervisory staff members were required to complete an in-person or online sexual harassment prevention training.

Closing

This report is an overview of the CCRT efforts in 2016. Many of these efforts will carry on in 2017 with plans to further enhance our prevention and outreach efforts. In 2017 we have plans to continue engaging our CCRT community partners by forming work groups and committees and providing them with trainings and opportunities to be more involved in this arena. Trainings

for various groups have continued into 2017 and we have plans and staffing in place to ensure our high level of training compliance continues.

We look forward to sharing the many changes and goals achieved in 2017 in our next annual report.

APPENDIX A

Last Name	First Name	Title	Department
Armstrong	Ashley	Associate Athletic Director	Intercollegiate Athletics
Balboa	Jaime	Asst V Provost	Summer Sessions, Comm, Ext'l Partnerships
Baron	David	Executive Director	UCLA Arthur Ashe Student Health & Wellness Center
Bersola	Samuel	Asst Vice Provost	Grad Division
Bhattar	Raja	Director	LGBT Campus Resource Center
Blandizzi	Maria	Dean of Students	Office of the Dean of Students
Brown	Tanya	Counseling Psychologist	Counseling & Psych Services
Bui	Ellen	Complaint Resolution Officer	Campus Human Resources
Canul	Kathleen	Director & Campus Ombudsperson	Ombuds
Cherbosque	Jorge	Counseling Psychologist, Co-Dir	Campus Human Resources-Staff & Faculty Counseling Center
Cohn	Mike	Director	Student Organizations, Leadership & Engagement
Consent	Bruin	Student Org	Bruin Consent Coalition
Dougherty	Kevin	Associate Dean of Students and Director of Fraternity and Sorority Life	Fraternity & Sorority Life
Fractor	Marsha	Executive Director	Academic Personnel
Fried	Joyce M.	Asst Dean	David Geffen School of Medicine
Gardner	Maure	Dir, Labor Relations & Compensation	Health System Hum Res
Garrell	Robin L.	V Provost/Dean of Graduate Ed./Prof. of Chemistry	Graduate Division/Chem & Biochemistry
Geller	Debra	Assoc Dean of Students & Deputy Title IX Coor	Office of the Dean of Students
Gong-Guy	Elizabeth	Executive Director	UCLA Campus & Student Resilience
Gorden	Monroe	Interim Vice Chancellor Student Affairs	Student Affairs
Green	Deborah	Care Manager	Counseling & Psychological Services
Green	Nicole	Director of Prevention & CARE at CAPS	Counseling & Psychological Services
Greenstein	Nancy	Dir, Police Cmnty Serv Bureau	UC Police Department
Gupta	Nikita	Program Director	Bruin Resource Center
Hanassab	Shideh	Director DCISS	DCISS - Dashew Center for International Students & Scholars
Herrera	Anel	Response Team Coordinator	Title IX Office

Holtom	Valery	Assistant Dean of Students	Residential Life
Jividen	John	Investigator	Staff Diversity & Compliance
Kemper	Liz	Director	Stu Legal Services
Kerr	Harriet	Director	Santa Monica Rape Treatment Center
Koch-Weser	Kathleen	Counseling Attorney	Stu Legal Services
Lee	Christina	Student Leader	Bruin Consent Coalition
MacDonald	Brian	Director, Residential Education	Residential Life
McCarthy	Paul	Recreation Supervisor	Cultural & Recreational Affairs
McGlothern	Maurice	Labor Rel Spec	Health System Hum Res
Moss	Colby	Clinical Social Worker	Counseling & Psychological Services
Neal	Roxanne	Director	New Stud & Transition Programs
Orenstein	Rena	Director, Student Health Education/Promotion	Community Health Sciences
Price	Jessica	Interim Title IX Coordinator (Chair)	Title IX Office
Rease Miles	La'Tonya	Director for the FYE program	ORL
Richards	Shola	Director of Training	Faculty Practice Group
Rush	Jasmine	Asst Dean of Students	Dean of Students Office
Salazar	Vivian	Associate Director	AAP Counseling Center
Salvaty	Kathleen	Title IX Coordinator	Title IX Office
Sandoval	Antonio	Director	Community Programs Office
Scharlin	Michal	Care Manager	Counseling & Psychological Services
Schleicher	Deborah	Counseling Psychologist/VIP Program	Counseling & Psychological Services
Scivoletto	Emily	Asst Dean of Students-Law	Law School
Seplov	Suzanne	Asst. Vice Chancellor, Student Development	Residential Life
Shirley	Lanell Kay	Complaint Resolution Officer	Title IX Office
Solana	Anthony	Director, Employee and Labor Relations	Campus Human Resources
Stambersky	Shannon	Professor & Chair	Military Science
Tanjaquio	Dianne	Hearing Coordinator	DOS
TBD		Employee Relations Manager	Health System Human Resources
TBD		SAO	GSE&IS-Off Stu Serv
TBD		Director, First Year Experience	First Year, Transfer & Continuing Student Programs/ORL
TBD		Assistant Director	UCLA Advocacy Office for Sexual & Gender Based Violence & Misconduct

Tejadilla	George	Assistant Director, Staff Diversity and Compliance	Campus Human Resources - SAA
Testa	Chris	IT Director	Graduate Division
Tunteri	Emily	Employee Relations Consultant	Campus Human Resources
Velasco	Paolo	Director	Bruin Resource Center
Veldkamp	Mark	Dir, Case Mgmt Serv	Office of the Dean of Students
White	Kirk	Asst. Director, Student Conduct	Residential Life
White	Jaclyn	CARE Advocate	CARE Office
Wilson	Christine	Director	Graduate Student Resource Center
Woods	Nickey	OSD Deputy Director	Center for Accessible Education
Wright	Jaclyn	CARE Advocate	UCLA Advocacy Office for Sexual & Gender Based Violence & Misconduct
Zeck	Jason	Chief Risk Officer, Respondent Support Services	Dean of Students Office
Goldman	Linda	Title IX Investigator	Invited Guests
Meyers	Danica	Title IX Investigator	Invited Guests
Puryear	Paula	Title IX Intake Coordinator	Invited Guests

APPENDIX B

Compliance and Non-Compliance letters to Fraternities/Sororities

UNIVERSITY OF CALIFORNIA, LOS ANGELES

BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



UCLA

SANTA BARBARA • SANTA CRUZ

FRATERNITY & SORORITY LIFE
109 KERCKHOFF HALL
BOX
951607 LOS ANGELES, CA
90095-1607
PHONE: 310-825-6322
FAX: 310-206-6332

<http://www.fsl.ucla.edu>

[Date]

[Chapter President]:

On behalf of the Office of Fraternity & Sorority Life, I am pleased to inform that [Name of Organization] is in full compliance with our office by having 100% of your members in attendance at our sexual assault prevention/education training during the Fall 2016 quarter. Each member of our Greek community is required to be educated/trained regarding sexual assault prevention. During this Fall 2016 quarter, we provided various workshops for our community and with your leadership, each member of your organization attended.

As you know, sexual assaults is a serious problem across our college campuses, particularly within the Greek community. Our University continues to make the concerted effort in educating our students on sexual assault prevention and promoting a campus that is free from sexual violence. Your organization is contributing to these efforts by standing against sexual violence and having every member of your chapter in attendance.

We greatly appreciate your organization's commitment to this serious matter and standing against sexual violence.

We wish you continued success throughout this academic year.

Sincerely,

[Staff Advisor – Fraternity & Sorority Life]

cc: [Chapter Advisor]
[IHQ – If applicable]
[Council President]
[Council Advisor]
[Associate Dean & Director – Fraternity & Sorority Life]



FRATERNITY & SORORITY LIFE
109 KERCKHOFF HALL
BOX 951607
LOS ANGELES, CA 90095-1607
PHONE: 310-825-6322
FAX: 310-206-6332

<http://www.fsl.ucla.edu>

[Date]

[Chapter President]:

I am writing to inform that [Name of Organization] is not in full compliance with the Office of Fraternity & Sorority Life (FSL). This non-compliance is due to [Name of Organization] not having 100% attendance at the sexual assault prevention education/trainings that were offered this Fall 2016 quarter. Each member of our Greek community was required to attend our sexual assault prevention education/trainings. During the Fall 2016 quarter, we provided numerous opportunities for our community to be trained; yet, at this juncture, all of your members have not been trained.

As you know, sexual violence is a serious problem across our college campuses, particularly within the Greek community. Our University continues to make the concerted effort in educating our students on sexual assault prevention and promoting a campus that is free from sexual violence. Since your organization is not in compliance, here are the next steps that must be completed in order to be in full compliance:

1. You are required to host/organize/facilitate a sexual assault prevention education/training for your organization in order to reach 100% attendance.
2. The training that is provided to your members/organization must be approved by the Office of Fraternity & Sorority Life, in conjunction with the Title IX Office. Please work with your staff advisor within FSL regarding the completion of this training.

Until this training is completed for your members, **no social activities/programs are to be held or approved.** Having each member of your organization trained contributes to the efforts in which our University is taking in preventing sexual violence.

We greatly appreciate your organization's commitment to this serious matter.

Sincerely,

[Staff Advisor – Fraternity & Sorority Life]

- cc: [Chapter Advisor]
 [IHQ – If applicable]
 [Council President]
 [Council Advisor]
 [Associate Dean & Director – Fraternity & Sorority Life]