

Resources for members of the MCB Department who experience or witness misconduct

The Department is committed to ensuring a safe and collegial environment in the workplace and during Department-sanctioned social events and divisional retreats. We provide below a compilation of on-campus resources for community members, including survivors and those who support them.

It is important for all members of the department to know how to support those who have experienced harm, and to know how to get help or report misconduct themselves.

The admonition, "If you see something, say something" is important. It is also important to know what to say or do.

Streamlined Online Resources | Various websites, including that of the PATH to Care Center (care.berkeley.edu), the Survivor Support page (<http://survivorsupport.berkeley.edu/>), and SVSH Advisor (svshadvisor.berkeley.edu) have been both updated and streamlined to provide survivors and their friends and colleagues with the most current information and accessible support resources.

RESPONSIBLE EMPLOYEE

Many members of our department are considered "responsible employees," meaning that they are required to report incidents of sexual harassment or violence.

All UC Berkeley employees, other than those not specially designated as a "Confidential Resource," are "Responsible Employees," required by the UC Sexual Violence and Sexual Harassment (SVSH) Policy to share with the Office for the Prevention of Harassment and Discrimination (OPHD) any information they receive, in their capacity as an employee, that a UC Berkeley student has suffered sexual harassment, sexual assault, stalking, relationship violence, or other behavior prohibited under the UC SVSH Policy. In addition, faculty, administrators, managers and supervisors are required to share with OPHD any information they receive of Prohibited Conduct affecting any person (student or employee) affiliated with the University. < <https://ophd.berkeley.edu> >

Office for the Prevention of Harassment and Discrimination (OPHD)

UC Berkeley is committed to creating and maintaining a community dedicated to the advancement, application and transmission of knowledge and creative endeavors through academic excellence, where all individuals who participate in University programs and activities can work and learn together in an atmosphere free of discrimination, harassment, exploitation, or intimidation.

The Office for the Prevention of Harassment and Discrimination (OPHD) is responsible for ensuring the University provides an environment for faculty, staff, and students that is free from discrimination, harassment, and sexual violence. OPHD takes reports alleging discrimination and harassment on the basis of categories including race, color, national origin, gender, age, sexual orientation/identity, including allegations of sexual harassment and sexual violence.

Email: ask_ophd@berkeley.edu to report an incident.

Call: (510) 643-7985, or go to: <http://survivorsupport.berkeley.edu/>.

[PATH to Care Center \(care.berkeley.edu\)](http://care.berkeley.edu)

The PATH to Care Center provides affirming, empowering, and confidential support for survivors and those who have experienced gendered violence, including: sexual harassment, dating and intimate

partner violence, sexual assault, stalking, and sexual exploitation. Confidential advocates bring a non-judgmental, caring approach to exploring all options, rights, and resources.

It is always the victim's/survivor's decision to pursue any of the available resources or to report an incident to the police or the university. We are here to support your decisions.

Appointments

You can set up an appointment with a PATH to Care confidential advocate by calling (510) 642-1988.

Links to relevant University policies, including codes of conduct:

University of California SVSH policy: < <https://policy.ucop.edu/doc/4000385/SVSH> >

UC, Berkeley student code of conduct: < <https://sa.berkeley.edu/student-code-of-conduct> >

UC Berkeley faculty code of conduct: https://www.ucop.edu/academic-personnel-programs/_files/apm/apm-015-and-016-issuance1/apm-015-7-1-17.pdf

University nondiscrimination policies: <https://policy.ucop.edu/doc/4000376/DiscHarassAffirmAction>

Copies of these documents are attached to this email.

Additional Resources:

Sharon Inkelas is UC Berkeley's special faculty adviser to the chancellor on sexual violence and sexual harassment. She is available to talk to students, staff and faculty about concerns and to help explain campus procedures, policies and resources.

SVSH Advisor (svshadvisor.berkeley.edu)

To thrive, work, create and succeed, members of our academic community need to feel secure in their dignity as human beings. As a university, we have a special responsibility to address sexual violence and sexual harassment (SVSH). UC Berkeley is committed to ongoing efforts in prevention, response, and support for survivors and communities. Our approach builds on a foundation laid by student leaders and activists, campus practitioners and administrators, as well as the many caring and committed members of our community.