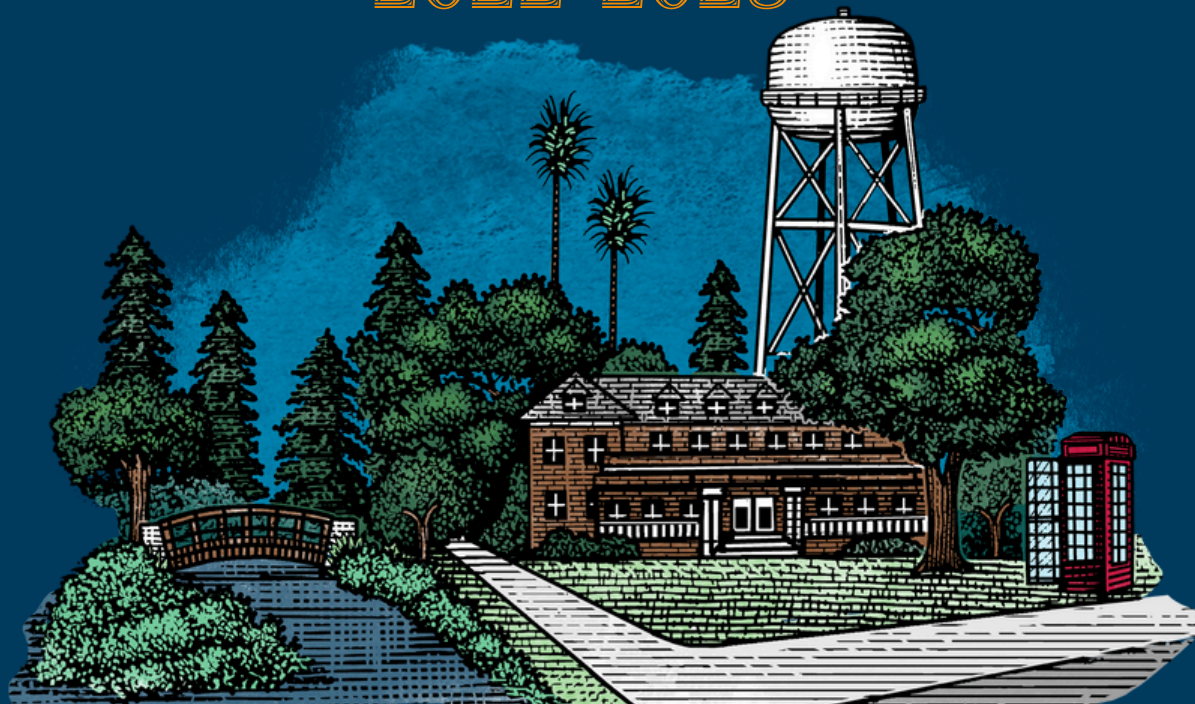


# UCDAVIS

## COMPLIANCE AND POLICY ANNUAL REPORT

2022-2023



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# I. Introduction

At UC Davis, compliance is a shared responsibility. All members of the University community are responsible for adhering to University policies as well as the laws and regulations that apply in our environment. The UC Davis Office of Compliance and Policy promotes ethical conduct and a culture of compliance by educating community members about their compliance responsibilities, responding promptly and effectively to reports of misconduct, maintaining comprehensive and accessible policies, leading key compliance initiatives, and working with compliance partners across the University to coordinate compliance efforts.

Reporting to the Office of the Chancellor and led by Chief Compliance Officer Wendi Delmendo, the Compliance and Policy unit is responsible for:

## **Ensuring campus compliance with:**

- Title IX of the Education Act,
- The Americans with Disabilities Act,
- The Clery Act, and
- Affirmative action regulations.

## **Overseeing responses to reports involving:**

- Sexual violence and sexual harassment,
- Other forms of discrimination, harassment, hate and bias,
- Civilian complaints against police officers, and
- Complaints made under the UC systemwide Whistleblower Policy and Whistleblower Protection Policy.

## **Managing:**

- The campus Policy and Procedures Manual, Personnel Policies for Staff Members, and Delegations of Authority,
- The privacy program for the UC Davis campus;
- The UC Davis compliance committee structure; and
- The annual campus compliance plan.

This report summarizes the key accomplishments of the Compliance and Policy unit during calendar year 2023 and provides an overview of the responses to all complaints filed with the Compliance and Policy unit from July 1, 2022 through June 30, 2023. A detailed list of the following types of reports—sexual harassment, sexual violence, other discrimination and harassment, and hate and bias—is provided in the appendices.



## II. Response to Complaints of Misconduct

The Compliance and Policy office is responsible for ensuring that the University responds effectively to all reports of sexual violence and sexual harassment, reports of other prohibited forms of discrimination and harassment, civilian complaints against police officers and complaints made under the UC systemwide Whistleblower and Whistleblower Protection Policies. The following sections summarize the applicable complaint resolution processes and provide an overview of the complaints received from July 1, 2022 through June 30, 2023 [1].

### A. Whistleblower Reports

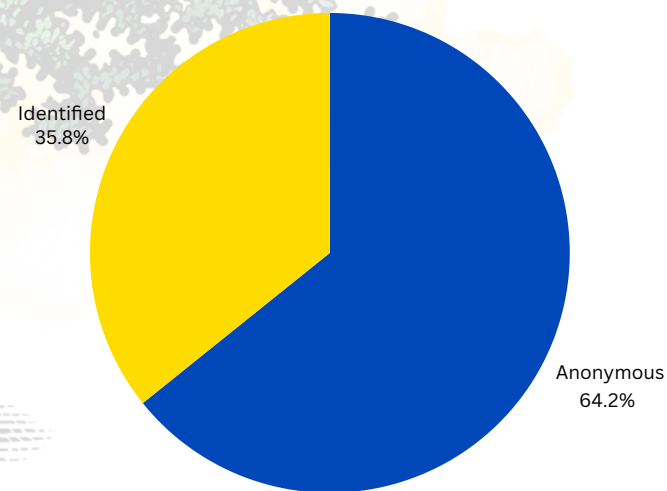
The University of California Policy on Reporting and Investigating Allegations of Suspected Improper Governmental Activities (Whistleblower Policy) governs the reporting and investigation of alleged misconduct by employees at all University locations. A separate Whistleblower Protection Policy establishes procedures for addressing allegations of whistleblower retaliation. UC Davis has a robust process for receiving and responding to whistleblower allegations. UC Davis participates in the systemwide, independently operated whistleblower hotline, which receives whistleblower reports by telephone and on-line on a 24/7 basis.

Whistleblower reports also are submitted directly to the Chief Compliance Officer who serves as the UC Davis Locally Designated Official either by the whistleblowers

themselves or by University officials who become aware of the allegations. The UC Davis Investigations Workgroup, composed of administrators from UC Davis and UC Davis Health, is responsible for addressing whistleblower reports and meets monthly to coordinate complaint response and resolution. For the 2022-2023 reporting period, UC Davis received 260 whistleblower reports.

The following is a breakdown of complaint sources.

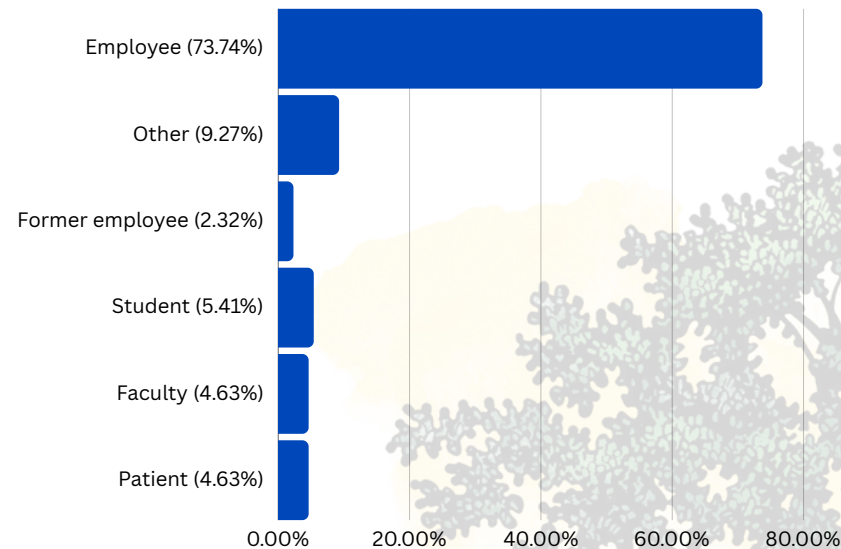
#### Anonymous v. Identified Reporter



[1] This time period for complaint handling was selected to allow sufficient time for closure of most complaints received during this period.

## II. Response to Complaints of Misconduct, continued

**Reported Affiliation of Reporter**



The most often cited categories of whistleblower reports in 2022-23 were: workplace misconduct, discrimination/harassment, retaliation, and COVID compliance concerns. However, there were a wide variety of report categories cited encompassing more than 16 different topics and including, but not limited to: conflict of interest/commitment, fraud/theft/embezzlement, medical care and misconduct, information security/privacy violations, sexual misconduct, and child/elder abuse.

Upon receiving a report, Compliance and Policy unit staff members review the concerns. Depending on the nature of the allegations, investigators within the unit

may be charged to conduct a formal investigation.

Alternatively, other University offices— such as Employee and Labor Relations, Academic Affairs, Audit and Management Advisory Services, or Health Compliance—may review the concerns.

If a complaint does not allege conduct that falls within the Whistleblower or Whistleblower Protection policies, it will be referred to the appropriate department to review and address. If the complaining party has not provided sufficient information about the complaint to proceed, a staff member will request additional information whenever possible [2].

In 2022-23, the University's Whistleblower reports were resolved as follows:

UC Davis main campus	UC Davis Health
111 complaints	149 complaints
61 investigated (10 substantiated, 51 unsubstantiated)	104 investigated (19 substantiated, 85 unsubstantiated)
15 referred	15 referred
35 unable to proceed	30 unable to proceed
0 in process	0 in process

[2] If an individual has submitted an anonymous complaint via the whistleblower hotline or online portal, staff will submit any follow-up questions through that system. In rare cases where an individual submits an anonymous paper complaint with no contact information, staff may be unable to solicit additional details.

## II. Response to Complaints of Misconduct, continued

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### **B. Civilian Complaints Filed Against University of California Police Officers**

The UC Davis Police Accountability Board (PAB) is an oversight committee comprised of diverse campus representatives. Since 2014, the PAB has received and reviewed complaints regarding alleged misconduct by UC Davis police officers. Throughout PAB's history, those complaints have been reviewed and investigated by University Investigators in the Compliance and Policy office. The Director of Investigations in the Compliance and Policy office also serves as an ad hoc member of the PAB and a member of the PAB administrative advisory group.

In 2022-23, community members submitted 18 inquiries to the PAB. Of those, two cases were formally investigated and the investigation reports were given to the PAB for review and to the Chief of Police for appropriate action. In one additional case, the complaining party wanted to share information with UCDPD and the PAB but did not want an investigation, and we determined we could honor that request. The remaining inquiries were dismissed and referred as appropriate because PAB did not have jurisdiction to conduct a formal investigation. In four cases, the complaining party did not provide sufficient information to assess their concerns and did not respond to requests for additional information. In the remaining cases, the inquiry did not allege misconduct by UC Davis Police Department Personnel, for example

because they related to a different campus unit or a different police agency. In those instances, we attempted to refer the inquiring party to an appropriate resource. More information about the PAB, including the most recent PAB Annual Report and a link to the case database, is available at: <https://pab.ucdavis.edu/annual-report> and [PAB Case Database | UC Davis Police Accountability Board](#).

In addition to providing investigations support for the UC Davis PAB, in October 2022, the UC Davis Compliance and Policy investigations team took on a systemwide role investigating community complaints against UCPD officers. President Drake's 2021 UC Presidential Community Safety Plan had set a June 30, 2022 deadline for each campus to determine a complaint processing and investigation unit independent of the campus police department. Because the Community Safety Plan highlighted the UC Davis PAB as a model for UC police accountability, campuses began reaching out to the UC Davis team with questions. Recognizing an opportunity to share resources and expertise, we developed a systemwide MOU providing for UC Davis investigators to conduct police oversight investigations throughout the UC system. The MOU took effect on October 1, 2022.

## II. Response to Complaints of Misconduct, continued

### **C. Reports of Sexual Violence, Sexual Harassment (SVSH), and Other Forms of Prohibited Harassment and Discrimination**

The Office of Compliance and Policy oversees the response to all reports involving sexual violence and sexual harassment, other prohibited forms of discrimination and harassment, and hate and bias impacting anyone in the University community, including students, employees, patients and visitors.

The office is also responsible for ensuring that the University community receives education regarding the prevention of sexual harassment and sexual violence, as discussed further in the section discussing Title IX compliance efforts.

Effectively responding to reports of all forms of harassment and discrimination is a priority for the University. Compliance has devoted substantial staff resources to this effort:

- The Chief Compliance Officer serves as the Title IX Officer/Lead Discrimination Officer and is responsible for coordinating a prompt and equitable response to all reports of prohibited harassment and discrimination.

- Staff members from the Harassment & Discrimination Assistance and Prevention Program (HDAPP) educate members of the UC Davis and UC Davis Health communities about the prevention of all forms of discrimination and harassment. HDAPP also assists individuals and units at UC Davis, UC Davis Health, and UC Agriculture and Natural Resources (ANR) in resolving conflicts and complaints related to harassment, discrimination, sexual harassment, sexual violence and hate and bias. HDAPP serves as the central office for receiving reports and maintaining records of these types of complaints. Given the significant increase in case reporting [3], HDAPP was approved to increase staffing by adding a permanent HDAPP Office Coordinator and an Education and Case Specialist.
- Compliance investigators conduct formal investigations involving allegations of sexual violence, sexual harassment and other forms of discrimination and harassment [4].
- The Response Team Coordinator (“RTC”) is responsible for providing consistent case management and coordination of all sexual violence and sexual harassment reports.

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[3] Please see the 2022-23 Harassment and Discrimination Case Statistics Section.

[4] These investigators also investigate whistleblower and whistleblower retaliation complaints and civilian complaints against the UC Davis Police Department on behalf of the UC Davis Police Accountability Board (PAB). In 2022-23 Compliance investigators conducted 52 formal investigations across all complaint categories.

## II. Response to Complaints of Misconduct, continued

In addition to completing extensive training related to handling SVSH matters, the Compliance staff also participate in several diversity related training programs every year to expand our knowledge and enhance our cultural competency. In 2023, Compliance staff participated in diversity education focused on the following topics: (1) transgender discrimination and harassment; (2) implicit bias; (3) antisemitism; (4) mental and cognitive disabilities; and (5) reasonable accommodations.



### **i. Receipt of Harassment and Discrimination Complaints**

The University endeavors to eliminate barriers for bringing complaints of sexual violence and sexual harassment, discrimination and harassment, and hate and bias. Complaints can be made directly to HDAPP via phone, email, and in person by appointment. There is an anonymous call line for persons who wish to report by phone without disclosing their identities [5]. There are also two online reporting options, one for filing reports of sexual violence [6] and another for reporting discrimination, hate and bias [7]. Both of the on-line portals provide for anonymous reporting.

Complaints may be filed by complainants, witnesses, other concerned parties, or responsible employees [8].

All University employees (including student employees) who, within the course and scope of their employment, learn about sexual harassment or sexual violence, or discrimination or harassment on the basis of protected identity involving students or patients are required to report these incidents to the Compliance Office (via HDAPP). Additionally, certain University officials – managers, supervisors, faculty, coaches, department

[5] More information about reporting to HDAPP can be found at <https://hdapp.sf.ucdavis.edu/report-incident>.

[6] More information about reporting sexual violence online can be found at <https://sexualviolence.ucdavis.edu/file-report>.

[7] More information about online reporting of incidents of discrimination, hate and bias can be found at <https://reporthateandbias.ucdavis.edu/filing-report>.

[8] Responsible Employees are required to contact HDAPP directly via phone or email and may not report a concern using an online reporting option.

## II. Response to Complaints of Misconduct, continued

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chairs, human resources coordinators, academic personnel coordinators, and student conduct coordinators – are required to report directly to HDAPP all incidents of sexual violence and sexual harassment and discrimination and harassment involving employees.

### ii. Case Management Teams (CMTs)

UC Davis takes a collaborative approach to the review and resolution of concerns related to sexual violence and sexual harassment, other forms of discrimination and harassment, and hate and bias. UC Davis implements this collaborative approach through multiple case management teams (CMTs) that review all complaints of sexual violence and sexual harassment, other forms of discrimination and harassment, and hate and bias.

Members of the CMTs include the Chief Compliance/Title IX Officer and representatives of HDAPP and may include the RTC and representatives from the Office of Student Support and Judicial Affairs (OSSJA), Academic Affairs (AA), Employee and Labor Relations (ELR), Campus Counsel, Student Affairs, Diversity, Equity and Inclusion (DEI), the UCD Police Department (UCDPD), and the Center for Advocacy, Resources, and Education (CARE).

When the report involves allegations of sexual harassment or sexual violence against a patient, we convene an Incident Response Team including several representatives from UC Davis Health.

After receiving a report, an HDAPP staff member will initiate contact with the complainant to obtain additional information, provide information about the complaint resolution process, refer the complainant to support services, and explore possible supportive measures if applicable. Through discussions with the CMT, we determine the appropriate resolution process and take the steps needed to proceed with that resolution. The CMT tracks all complaints through resolution, ensuring the process moves forward in a timely, fair, and thorough manner.

### iii. Resolution Processes

Depending on the nature of the allegations (i.e. whether the allegations on their face, if true, would constitute a violation of policy), the wishes of the complainant, and the needs of the University to ensure the safety of the broader University community, complaints will be resolved through informal resolution strategies, alternative resolution, or formal investigation. Whenever possible and where appropriate, the complainant will be informed when a complaint is resolved and, in some cases, what specific resolution came from their complaint [9].

Informal resolution strategies are used when the allegations suggest concerning behavior that would not rise to a level of a policy violation, but nevertheless should be addressed. Informal resolution strategies typically include conducting an administrative review or

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[9] Complainants in formally investigated sexual harassment/sexual violence and other discrimination and harassment complaints are entitled to know the outcome of the investigation, including any corrective action taken with the Respondent. Complainants in other formally investigated complaints are entitled to know the outcome of the investigation, but not any corrective action taken with the Respondent as that remains a confidential personnel or educational action. In matters that are informally resolved, Complainants are typically informed when the matter is resolved.

## II. Response to Complaints of Misconduct, continued

preliminary inquiry including fact-finding; coordinating a conversation with the respondent with written follow up (i.e. a “documented discussion”); conducting targeted educational programs; and providing remedies or referral to support services for the individual who was harmed. No Contact Orders (NCOs) can also be requested through HDAPP. A NCO is a directive issued to a student (i.e. the Respondent) that requires them to avoid all contact with the requesting party (i.e. the Complainant) when the Respondent is alleged to have engaged in behavior against the Complainant that is prohibited by the UC SVSH Policy [10].

Most complaints are resolved using informal resolution strategies, particularly when the University does not have sufficient information to proceed with a formal review (i.e. there is not sufficient information about a party’s identity or a sufficient connection to the University and/or one of its programs).

Alternative resolution is a process available to resolve complaints of sexual harassment and sexual violence between students when the complainant does not wish there to be a formal investigation [11].

Alternative resolution is a voluntary process entered into by both the complainant and the respondent. The

remedies are determined and agreed to by the parties with support from HDAPP. Examples of alternative resolution remedies include: targeted education; separating the parties; referring a party to counselling; negotiating corrective actions; and conducting follow-up reviews to ensure the resolution has been implemented effectively.

When a complaint is resolved via a formal investigation, a Compliance investigator [12] will be assigned to conduct a fair, prompt, and thorough fact-finding. The investigator will speak to the parties and relevant witnesses, gather and review pertinent documents, and analyze the information consistent with the appropriate policy and investigative framework. Using a preponderance of the evidence standard [13], the investigator will make findings of fact and a determination of whether University policy was violated.



[10]For more information about NCOs, please visit <https://sexualviolence.ucdavis.edu/request-no-contact-order>.

[11] There are times when an investigation must be commenced against a Complainant’s wishes, particularly when the alleged behavior of the Respondent poses a risk to the broader University community.

[12] There are occasions when an outside investigator may be charged at the discretion of the Chief Compliance Officer/Title IX Officer.

[13]The preponderance of the evidence standard of proof means “more likely than not.”

## II. Response to Complaints of Misconduct, continued

### iv. 2022-23 Harassment and Discrimination Case Statistics<sup>[14]</sup>

1267 complaints were reported to the Title IX Office or HDAPP in 2022-23, an 8.5% increase over the number of reports received in 2021-22, and a continuation of the trend seen over the past four years (Figure 1). The majority of the complaints (793 cases, or 62.6%) were at the Davis campus. 463, or 36.5%, of the complaints involved incidents at UC Davis Health. Eleven (0.9%) cases involved UC Agriculture and Natural Resources (ANR).

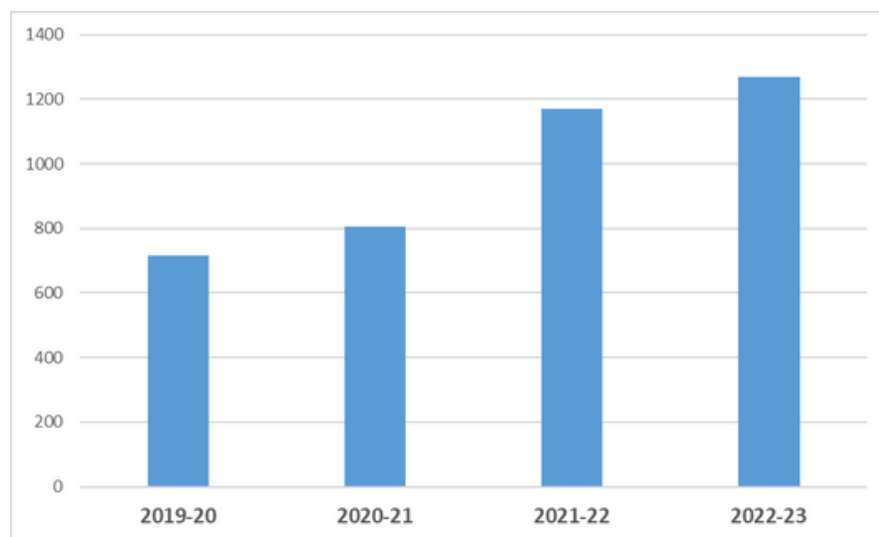


Figure 1. Complaints received by the Title IX/HDAPP Office from 2019-20 to 2022-23.

Figure 2 shows the distribution of complaints according to category. Complaints of discrimination comprised just over one third (36.1%) of the total reports received by the Title IX/HDAPP Office while sexual harassment and sexual violence or other prohibited behavior each comprised approximately one quarter of the reports received (27.2% and 29.1%, respectively).

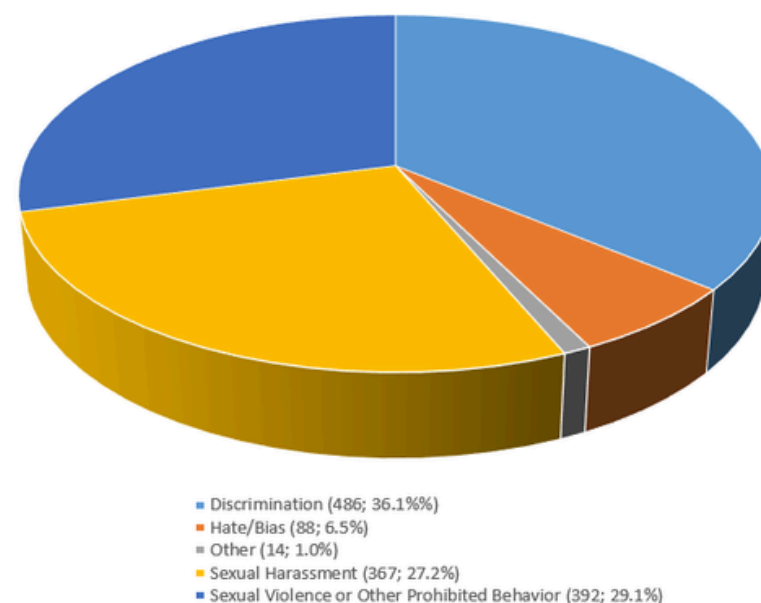
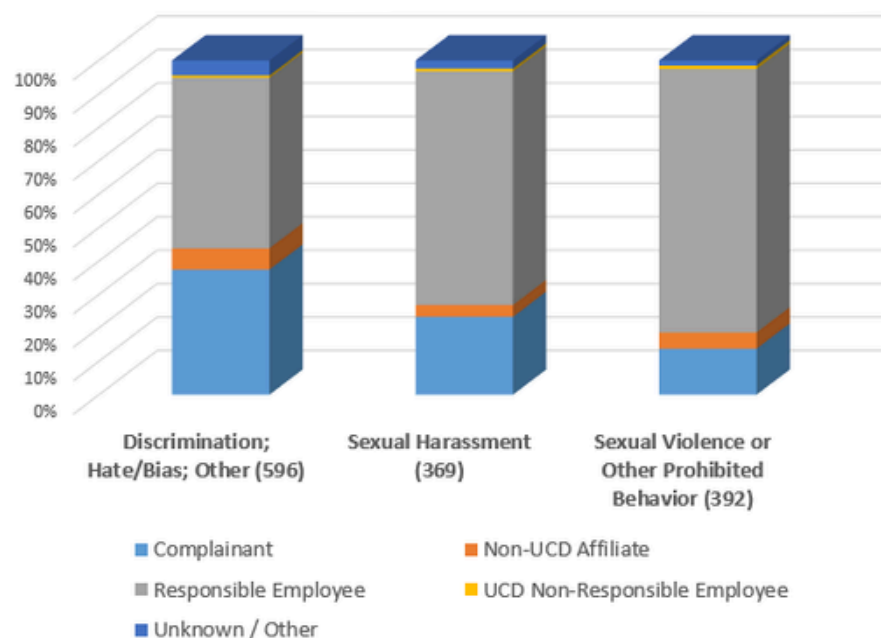


Figure 2. Complaints received by the Title IX/HDAPP Office in 2022-23, separated by complaint category. Values in parentheses indicate total number and percentage of complaints. Some complaints included allegations in more than one of the categories listed above; those complaints were counted multiple times.

[14] Data represents complaints received by the Compliance and Policy Office between July 1, 2022 through June 30, 2023.

## II. Response to Complaints of Misconduct, continued

Figure 3 shows the distribution of the affiliation of the initial reporting party for each complaint, separated by complaint category. Note that, when compared with Figure 2, Discrimination, Hate/Bias, and Other are shown as a single combined category. In each complaint category, responsible employees, followed by complainants, were responsible for the greatest proportion of reports to the Compliance Office.

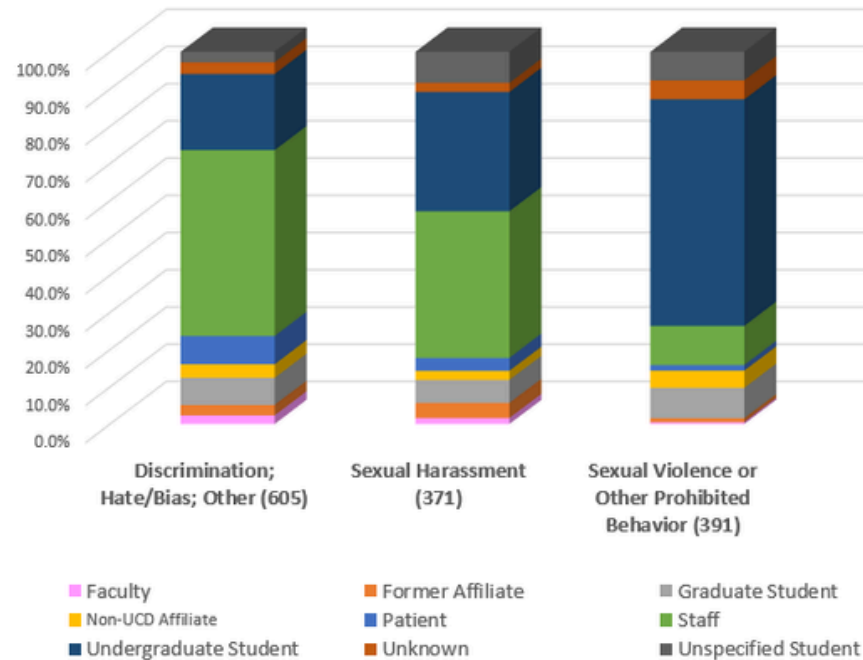


**Figure 3.** A column chart showing the affiliation of the reporting parties for complaints received by the Title IX/HDAPP Office in 2022-23, separated by complaint category. Note that values in columns are percentages. Numbers in parentheses show the number of complaints received for each category. Some complaints included allegations in multiple categories; those complaints were counted multiple times.

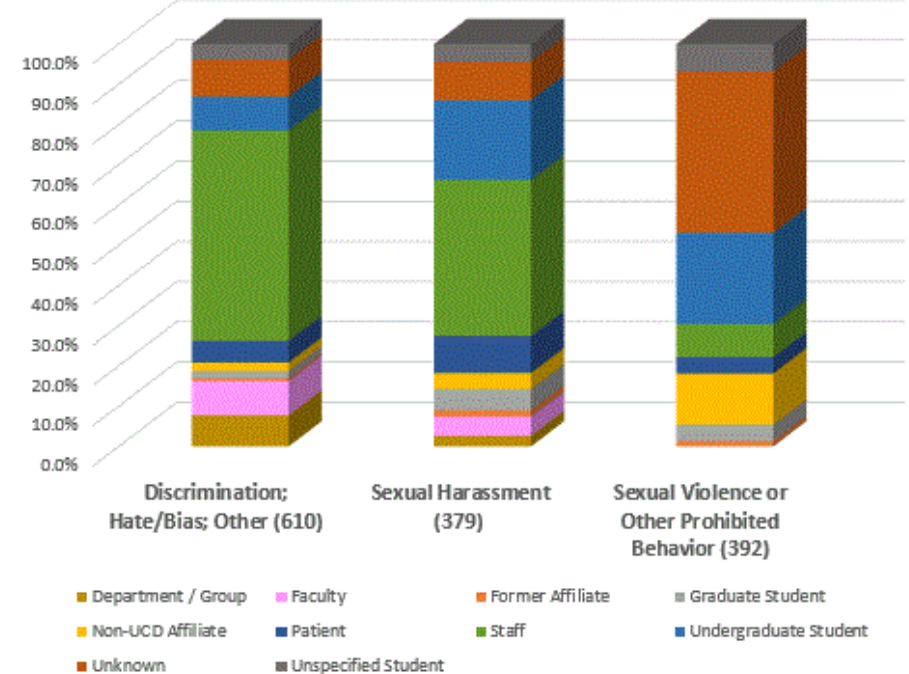
Figures 4 and 5 (next page) summarize the Complainant and Respondent affiliation for each complaint, sorted by complaint category. UCD staff members were the most frequent Complainants and Respondents in discrimination, hate/bias, and other complaints (49.9% and 52.3%, respectively). Staff members also comprised the largest proportion of Respondents in reports of sexual harassment (38.8%), followed by undergraduate students (19.8%). Staff members comprised the largest proportion of Complainants for reports involving sexual harassment (39.4%). Undergraduate students comprised the largest proportion of Complainants for reports involving sexual violence or other prohibited behaviors (60.9%). The most frequent affiliation for Respondents in incidents alleging sexual violence or other prohibited behaviors was unknown (40.1%) followed by undergraduate students (22.7%).



## II. Response to Complaints of Misconduct, continued



**Figure 4.** A column chart showing the affiliation of the Complainants for complaints received by the Title IX/HDAPP Office in 2022-23, separated by complaint category. Note that values in columns are percentages. Numbers in parentheses show the number of Complainants represented in each category. Some complaints included multiple Complainants with different affiliations and were counted multiple times.



**Figure 5.** A column chart showing the affiliation of the Respondents for complaints received by the Title IX/HDAPP Office in 2022-23, separated by complaint category. Note that values in columns are percentages. Numbers in parentheses show the number of Respondents represented in each category. Some complaints included multiple Respondents with different affiliations and were counted multiple times.

## II. Response to Complaints of Misconduct, continued

Tables 1a and 1b summarize the bases of the discrimination, harassment, sexual harassment, and sexual violence complaints received, separated by resolution type. Figure 6 (next page) shows the frequency of the different complaint resolution types, separated by complaint category. Across all complaint categories, the majority of complaints received were resolved via informal resolution.

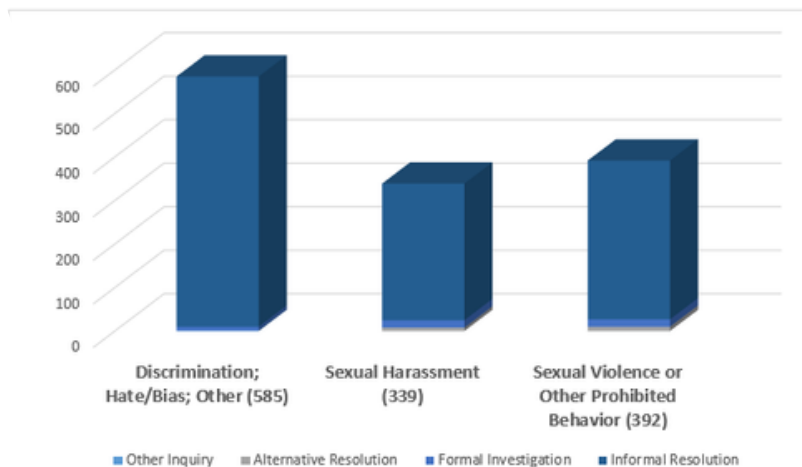
**Table 1a.** Discrimination, Hate/Bias, and Other complaints received in 2022-23, sorted by complaint and resolution type. Values in each column indicate number of complaints. Some complaints included more than one protected identity; those complaints are counted on the table multiple times. No discrimination, hate/bias or other complaints were resolved using Alternative Resolution, which is only available for sexual harassment and sexual violence complaints.

Protected Identity	Informal Resolution	Other Inquiry	Formal Investigation
Age	22	0	1
Ancestry	1	0	0
Citizenship	2	0	0
Color	3	0	0
Disability	60	0	2
Ethnicity	0	0	0
Gender	36	0	1
Gender Expression	1	0	1
Gender Identity	11	1	1
Marital Status	2	0	0
Medical Condition	28	0	1
National Origin	26	0	0
Pregnancy	9	0	1
Race	246	0	4
Religion	32	0	0
Retaliation	2	0	1
Sexual Orientation	10	0	0
Veteran Status	2	0	0
Hate/Bias	98	0	0
Non-Specific/Other	48	0	0

**Table 1b.** Sexual harassment, sexual violence and other prohibited behavior complaints received in 2022-23, sorted by complaint and resolution type. Values in each column indicate number of complaints. Some complaints included multiple prohibited behaviors; those complaints are counted on the chart multiple times.

Prohibited Behavior	Informal Resolution	Alternative Resolution	Formal Investigation
Sexual Harassment (Hostile Environment)	294	8	17
Sexual Harassment (Quid Pro Quo)	2	0	1
Sexual Harassment (Nonspecific)	28	0	0
Sexual Assault (Contact)	45	3	9
Sexual Assault (Penetration)	28	3	6
Sexual Assault (Nonspecific)	112	1	0
Relationship Violence	90	3	0
Stalking	75	2	3
Sexual Exploitation	3	2	0
Violating a No Contact Order or other order of exclusion	1	0	0
Indecent Exposure	13	0	0
Intercourse with a Minor	0	0	0
Invasion of Sexual Privacy	16	1	1
Retaliation	4	1	1
SVSH (Nonspecific)	3	0	0

## II. Response to Complaints of Misconduct, continued



**Figure 6.** A column chart showing the resolution of complaints received by the Title IX/HDAPP Office in 2022-23, separated by complaint category. Numbers in parentheses show the number of resolutions for each category. Some resolutions included allegations in multiple categories; those resolutions were counted multiple times.

### v. Formal Investigation Outcomes

Thirty-four formal investigations were charged in 2022-23. This includes some cases that were received by the Title IX/HDAPP office prior to July 1, 2022, and excludes some cases that were received in 2022-23, but charged for investigation after June 30, 2023. The latter will be summarized in the 2023-24 annual report. Four of the investigations were administratively closed prior to the completion of the investigation without sufficient evidence to make a policy determination. Of the remaining thirty formal investigations, nineteen resulted in a finding that some or all of the alleged behavior constituted a policy violation and eleven resulted in a finding of no policy violation. Tables 2 and 3 summarize the outcomes of the formal investigations, separated by complaint category.

**Table 2.** A summary of the outcomes of complaints charged and resolved via Formal Investigation in 2022-23, separated by complaint category. Investigations that included allegations in multiple categories were counted multiple times. The table does not show investigations that were administratively closed prior to completion.

Investigation Finding	Discrimination	Sexual Harassment	Sexual Violence or Other Prohibited Behavior
No policy violation	3	3	6
Policy violation	2	13	10

**Table 3.** A summary of the final disciplinary outcome of complaints charged and resolved via Formal Investigation in 2022-23 when discipline was assigned. Complaints that included allegations in multiple categories were counted multiple times.

Discipline	Discrimination	Sexual Harassment	Sexual Violence or Other Prohibited Behavior
Academic Suspension (1-2 years)	0	2	4
Employment Suspension (5 days to 1 Quarter)	0	2	0
Academic Dismissal	0	2	4
Employment Terminated	1	3	1
Referral to Alcohol, Tobacco, and Other Drug Intervention Services	0	0	1
Training or Educational Sanction	1	1	2
Respondent resigned or retired in lieu of termination or other serious discipline	0	4	1
Respondent Reassigned	1	0	0

### C. Complaints Filed with External Agencies

In addition to responding to complaints and reports filed internally with the University, Compliance responds to all complaints of discrimination or harassment filed with external agencies, including the Civil Rights Department (CRD), the Equal Employment Opportunity Commission (EEOC), and the United States Department of Education Office of Civil Rights (OCR). In 2022-23, the University received 22 complaints filed with outside agencies. More information about these cases is presented in Appendix 4.

### III. Compliance Program Responsibilities

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In addition to receiving and responding to the more than 1,500 reports of misconduct discussed above, the Compliance and Policy office ensures campus compliance with Title IX of the Education Act, the Americans with Disabilities Act, the Clery Act, and affirmative action regulations.

The Compliance and Policy office also coordinates the campus policy process, manages the UC Davis privacy program, and oversees general compliance efforts at UC Davis, including development of an annual compliance plan. The following sections provide more details about each of these responsibilities.

#### **A. Title IX**

Title IX compliance includes both responding to reports of sexual harassment and sexual violence (discussed in section II.C, above) and ensuring that the campus has policies and programs in place to prevent sexual misconduct and provide a learning and working environment free of gender-based harassment and discrimination.

#### SVSH Prevention Education

The University is committed to ensuring faculty, staff, graduate and professional students, and undergraduate students are equipped to recognize, prevent, report, and address matters related to sexual violence and sexual harassment. We use a variety of methods and programs to engage the UC Davis community, both on the Davis and Sacramento campuses. This includes in-person, instructor-lead programs, co-facilitated programs in partnership with various units on campus, online programs, and webinars.

All members of the UC community — students, staff, faculty and other academic appointees — are required to receive sexual violence prevention and intervention training and education. All incoming students must complete mandatory sexual violence prevention training within the first six weeks of beginning classes at UC Davis.

Faculty and staff supervisors are legally required to complete two hours of sexual harassment prevention training every two years, and new faculty and supervisors are required to take training within 90 days of hire. Staff and academic appointees who are not supervisors are also required to complete sexual harassment and sexual violence prevention training within the first six weeks of hire and every two years thereafter.

Most of the training for employees and students is completed through on-line training programs. However, during the reporting period, HDAPP completed 22 training sessions covering over 300 staff and faculty, and over 200 students. Additionally, HDAPP provided educational materials to new employees to the Health campus at bi-weekly New Employee Orientation, reaching approximately 2452 new employees. HDAPP also oversaw the completion of online training for over 8000 incoming undergraduate students and over 2500 graduate students [16.]

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[16] The University monitors training completion. Staff who do not complete the training are not eligible to receive a "fully meets expectations" rating on their annual performance review. Students who do not complete the training cannot register for classes until the training is completed. We are in the process of implementing accountability measures for faculty who do not complete the training.

### III. Compliance Program Responsibilities

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The mandatory training compliance rate for employees in 2022-2023 was:[17]

Supervisors: 92%

Non-Supervisors: 87%

#### Coordinated Community Review Team (CCRT)

The CCRT is responsible for developing and maintaining a collaborative approach to preventing and addressing sexual violence. The CCRT is comprised of University and community stakeholders and serves in an advisory capacity to campus leadership about best practices in education, prevention and response to sexual assault, relationship violence, and stalking as well as other behavior prohibited by the University's Sexual Violence and Sexual Harassment Policy. The CCRT is co-chaired by the Chief Compliance Officer and the Associate Vice Chancellor of Student Affairs and meets quarterly.

#### Title IX Athletics Administrative Advisory Committee (Title IX AAAC)

The Title IX AAAC is advisory to the Chancellor and serves as an oversight and review body, with responsibility for ensuring that the University's intercollegiate athletics program complies with Title IX.

In 2023, the committee was co-chaired by the Chief Compliance Officer and the Senior Associate Athletics Director. During this time period, the Title IX AAAC monitored facility improvements, reviewed team rosters, conducted trend analyses based on data submitted under the Equity in Athletics Disclosure Act, assessed services provided to athletes, and ensured effective sexual misconduct prevention education was provided to student athletes, coaches and administrators.

#### **B. Americans With Disabilities Act (ADA)**

Making University programs and facilities accessible to students, staff, faculty, and the public is a shared responsibility accomplished through the work of many individuals and departments. The Chief Compliance Officer serves as the ADA Coordinator for the UC Davis campus. In this capacity, the Compliance & Policy unit helps to coordinate accessibility needs and receives reports regarding disability access issues and concerns. Reports received during the relevant period related to academic accommodations, employment accommodations and physical accessibility. These reports were resolved by working with a variety of campus partners including Employee and Labor Relations, Disability Management Services, the Student Disability Center, Deans' offices, Facilities, and Design and Construction Management.

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[17] In December 2022, UC transitioned training platforms from EVERFI to Vector Solutions. This continues to present a number of challenges. Because of these challenges, HDAPP has not placed any registration holds on students who did not complete training in the 2022-2023 academic year. Due to these challenges, HDAPP is unable to provide the Undergraduate and Graduate Student mandatory training compliance rate for 2022-2023.

# III. Compliance Program Responsibilities

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The Chief Compliance Officer chairs the Accessibility Funding Committee, which meets quarterly and designates funds to make important accessibility improvements on the Davis campus. The committee includes representation from Facilities, Design and Construction Management, Student Disability Center and Disability Management Services. In 2022-23, the Committee provided funds to increase the number of automatic door operators throughout campus, improve restroom accessibility in several buildings, improve room signage for the visually impaired, and perform surveys to review additional areas where accessibility improvements could be made. The Compliance unit also maintains a one-stop website for disability resources [18].

## C. Affirmative Action

As a federal contractor, UC Davis is required to complete an analysis of its workforce each year to determine: (1) how the gender and racial composition of our workforce compares with the availability of women and minorities in the workforce in general and (2) at what rate we are hiring individuals with disabilities and protected veterans. Working with Academic Affairs and Human Resources, Compliance coordinates the development and publication of the University's annual Affirmative Action Plan. Compliance also convenes an Affirmative Action Workgroup in partnership with Human Resources that aims to improve the diversity of hiring pools and to enhance the University's affirmative action compliance.

## D. Clery Act

The Clery Coordinator works with campus partners, including the UC Davis Police and Fire Departments, the Office of Student Support and Judicial Affairs, Student Housing and Dining Services, Emergency Management and Mission Continuity, Real Estate Services, and Human Resources to develop and publish the Annual Security and Fire Safety Report (ASFSR), which includes information on campus crime statistics, fire safety policies for on-campus residential facilities, and other important safety information.

The 2023 ASFSR was published on September 20, 2023. The 2023 ASFSR is available via download on the UC Davis Clery Act website or by requests sent to [PublicRecords@ucdavis.edu](mailto:PublicRecords@ucdavis.edu) or to the UC Davis Information Practices Officer in the Office of the Campus Counsel, University of California, Davis, One Shields Avenue, Davis, CA 95616.

## E. Privacy

The Campus Privacy Office advises various campus units on how to comply with privacy laws and implement privacy best practices. The Campus Privacy Office continues to provide training on underlying privacy principles as requested by units handling information to address growing awareness of the risk of handling personally identifiable information. More specifically, the Privacy Officer made progress in the following ways:

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[18] See <https://accessibility.ucdavis.edu/>

### III. Compliance Program Responsibilities

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- Providing campus departments with assistance on data classification, guidance on the permissible uses and disclosures of institutional information, reviews of vendor privacy practices, and consultation on data sharing relationships where UC Davis is either the recipient of data or providing data to external parties (or both).
- Continuing to partner with the Information Security Office in responding to privacy and cybersecurity incidents affecting the campus.
- Keeping informed of emerging privacy risks and issues affecting the University, such as, artificial intelligence.
- Presenting with the UC Davis Health Privacy and Compliance Office on the topic of privacy and research at the UC Davis Information Security Symposium.
- Collaborating with systemwide Campus Privacy Officers to cultivate shared privacy resources and align privacy efforts across the UC system.

#### F. Policy

The Administrative Policy Office manages the development of campuswide policy sections in the Policy and Procedure Manual (PPM) and Personnel Policies for Staff Members (PPSM). While the Policy Office establishes policy standards and manages the development, review, and approval procedures for policies, the individual administrative units, as the policy owners and responsible departments, are ultimately responsible for promulgating and ensuring the ongoing

accuracy of their policies. The Policy Office leads the policy equity review process in active partnership and engagement across campus, with an advisory focus aimed at shaping the outcome of new and updated policies. Through this process, a group of informed practitioners assesses the impact policies may have on under-served and marginalized individuals or groups. This approach is meant to enhance policy effectiveness, broaden engagement, and strengthen policy impact in alignment with the UC Davis Diversity and Inclusion Strategic Vision and the Principles of Community.

In December 2023, there were a total of 225 policies. Administrative policies require review every four years to ensure accuracy, relevance, and compliance but may be updated as needed. Compared to the previous year, there was an increase in the number of policies on the update list and those overdue for update. Specifically, 51 policies (23%) were on the update list, up from 31 policies (14%), and 22 policies (9.7%) were overdue for update, up from 9 policies (4%).

However, there was a decrease in the number of policies over 10 years old, with only 1 policy (.5%) tagged for deletion, down from 3 policies (1.3%). Many of the policies on the update list are currently in development, with 39 out of 51 (76%) in the process of being updated. The Policy Office conducts proactive outreach to each administrative unit, responsible office, and policy owner, providing update lists, training, resources, development assistance, and consultation to facilitate efficient policy development and updates.

# III. Compliance Program Responsibilities

There was a notable increase in the number of policies that were updated this year, with 58 policies updated compared to 43 completed last year.

The Policy Office also contributes to committees and workgroups tasked with developing key policies. In 2023, the following policies were either newly developed or substantially revised:

- Administrative Policies and Procedures – Policy on Policies
- Interim PPM 280-15, Compulsory Campus-Based Student Fees and Referendum Elections to permanent policy.
- PPM 220-03 Anatomical Specimens
- PPM 270-80, Major events Sponsored by RSOs and Other Non-University Organizations.
- PPM 290-82, Boating Safety
- PPM 290-88, Fall Protection
- PPM 310-27, Posting of Information
- PPM 310-50, Communications with Government Officials
- PPM 310-70, World Wide Web Standards
- PPM 320-25, Gender Identity and Lived Name
- PPM 320-35, Privacy of Health Information
- PPM 330-06, Short Term Investment Pool Income—Distribution and Uses
- PPM 350-17, Use of Agricultural Field Support Services
- PPM 360-05, Permit and Parking Regulations
- PPM 370-20, Workers' Compensation
- PPM 370-25, Vehicle Insurance
- PPM 390-30, Bullying/Abusive Conduct in the Workplace/PPM 380-30
- PPM 400-01, Freedom of Expression

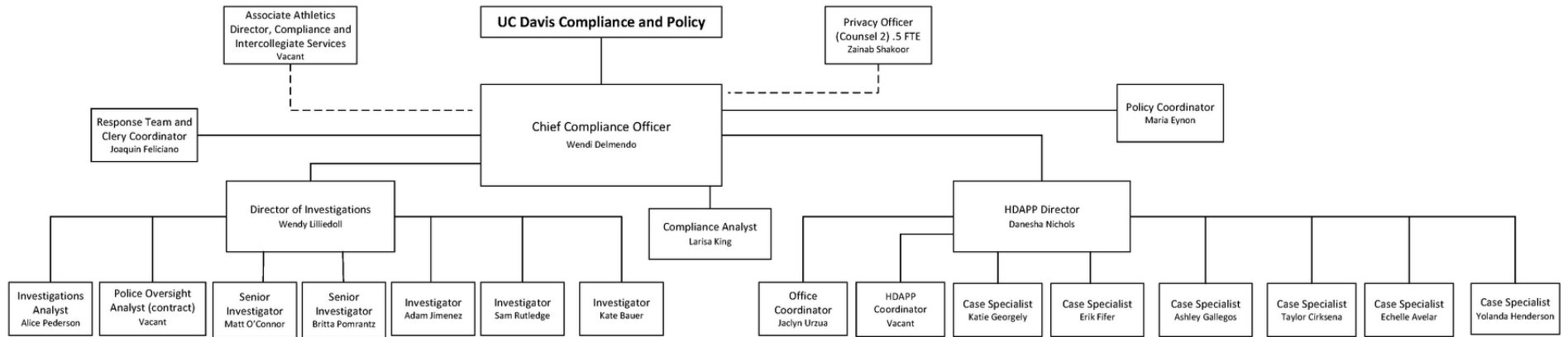
## G. Other Compliance Coordination and Oversight

- Audit, Compliance, Ethics, and Risk Committee (ACERC): The ACERC is a coordinating and decision-making body responsible to the Chancellor that is charged to promote a culture that encourages all employees to conduct University business in an ethical and compliant manner and to provide executive-level oversight of the University's audit, compliance, and risk functions. ACERC meets three times a year and is jointly coordinated by Audit and Management Advisory Services (AMAS) and the Compliance and Policy unit.
- Fraud Risk Management Program: As a result of several employee fraud matters, the University implemented a Fraud Risk Management Program. A new Fraud Risk Management Policy became effective in December 2019 and a website and training materials were released in early 2020. Compliance oversees the Fraud Risk Management Program.
- Section 117 of the Higher Education Act (HEA): Compliance coordinates the University's obligation to report funds received from foreign sources under Section 117 of the HEA. Other offices involved in this work include Financial Aid, Office of Research, DEVAR, UC Davis Health, Procurement, Real Estate Services and Global Affairs.
- NCAA Compliance Partnership: There is a dotted line reporting relationship between the Associate Athletics Director of Compliance and the Chief Compliance Officer. Additionally, Compliance supports Athletics Compliance by partnering on developing compliance-related training and conducting student athlete credential reviews.

## IV. Staff List and Organizational Chart

- **Wendi Delmendo**, Chief Compliance Officer  
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- **Wendy Lilliedoll**, Director of Investigations  
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- **Ashley Gallegos**, Education and Case Specialist  
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- **Jaclyn Urzua**, HDAPP Office Coordinator  
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- **Yolanda Henderson**, HDAPP Program Manager, UC Davis Health  
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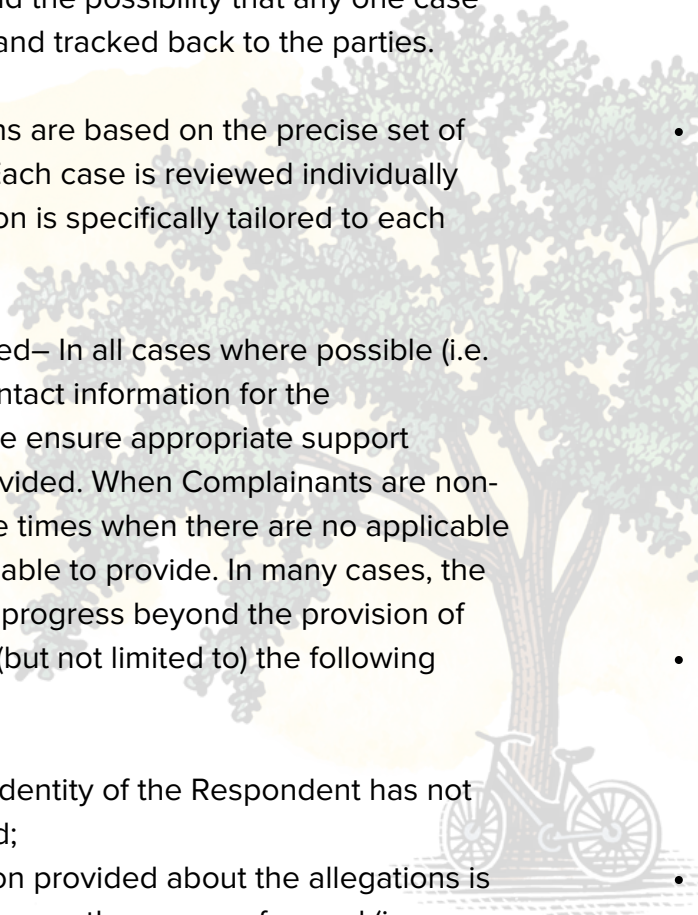
# IV. Staff List and Organizational Chart



10/3/24

# V. Guide to Appendices

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- Please keep in mind that all potentially identifying information has been purposefully withheld to protect the privacy of all parties. We have provided the general nature of the allegations, but not the specific allegations to avoid the possibility that any one case can be identified and tracked back to the parties.
  - All case resolutions are based on the precise set of facts presented. Each case is reviewed individually and each resolution is specifically tailored to each case.
  - Resources provided— In all cases where possible (i.e. when we have contact information for the complainant(s)), we ensure appropriate support resources are provided. When Complainants are non-affiliates, there are times when there are no applicable resources we are able to provide. In many cases, the process does not progress beyond the provision of resources due to (but not limited to) the following reasons:
    - The name or identity of the Respondent has not been provided;
    - The information provided about the allegations is insufficient to move the process forward (i.e. no specific information about the allegations is provided.)
    - The Complainant does not wish to proceed with their complaint, does not reply to outreach efforts, or only requests resources.
    - The Respondent is not affiliated with the University, and/or
    - The University has conducted a preliminary review of the allegations and determines there is insufficient evidence to support moving forward with a formal resolution process.
  - There are instances when a Respondent may receive disciplinary action despite there being no formal investigation or finding of a policy violation. When this occurs, it is primarily because the University has determined that the Respondent has engaged in behavior that does not meet the University's expectations even if that behavior does not rise to the level of violating University policy prohibiting sexual violence, sexual harassment or other forms of discrimination or harassment on the basis of a legally protected characteristic.
  - There are times when a Complainant requests a specific remedy that the University is able to provide in the context of an informal resolution. When that occurs, the requests are met whenever possible.
  - A No Contact Directive is an order that is issued at the request of a student that another student have no contact with them. No Contact Directives are not the same as restraining orders: the No Contact Directive prohibits contact but does not limit a student's presence on campus.

## V. Guide to Appendices, continued

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- A documented discussion is an informal resolution strategy in response to allegations where specific, detailed information has been presented as to Respondent's behavior, and the behavior as alleged is concerning, but does not rise to a level of a policy violation. The Respondent is informed that the behavior alleged may be inconsistent with policy and advised of behavior expectations. A follow up communication (summary letter) is provided documenting the discussion that occurred. Documented discussions are not disciplinary in nature. A record of the communication is retained by HDAPP.
- Some allegations are referred to other campus departments or units when the allegations do not fall under the University's policies prohibiting sexual harassment, sexual violence or other forms of discrimination or harassment.



# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Location of Incident	Complainant Affiliation	Respondent Affiliation	Report Source	Complaint Category	Complaint Specific	Resolution Summary
ANR	Non-UCD Affiliate	Staff	Unknown	Discrimination	Citizenship - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Documented Discussion and Summary Letter
ANR	Staff	Staff	Complainant	Discrimination	Disability - Failure to Accommodate	Resources provided; Insufficient information for further review
ANR	Non-UCD Affiliate	Staff	Responsible Employee	Discrimination	Medical Condition - Unequal Treatment of an Individual or Group (comments)	Resources provided; Complaint Withdrawn
ANR	Staff	Multiple Staff	Responsible Employee	Discrimination	Medical Condition - Adverse Action (dismissal)	Resources provided; Preliminary review-no evidence of policy violation
ANR	Non-UCD Affiliate	Non-UCD Affiliate	Complainant	Discrimination	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (comments, gestures)	Resources provided; Documented Discussion and Summary Letter
ANR	Multiple Staff	Multiple Staff	Responsible Employee	Discrimination	Sex/Gender (Female) - Unequal Treatment of an Individual or Group (exclusion)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
ANR	Non-UCD Affiliate	Unknown	Responsible Employee	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
ANR	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (gestures and pet names)	Resources provided; Documented Discussion and Summary Letter
ANR	Non-UCD Affiliate	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Alleged conduct not covered by Policy
ANR	Non-UCD Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Insufficient information to provide resources; Insufficient information for further review
ANR	Non-UCD Affiliate	Non-UCD Affiliate	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Documented Discussion and Summary Letter
Davis	Former Affiliate	Department or Campus Group	Non-UCD Affiliate	Discrimination	Age - Adverse Action (failure to hire)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Discrimination	Age - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Faculty, Staff	Responsible Employee	Discrimination	Age - Intimidating, Hostile, or Offensive Conduct (mocking behavior)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Faculty, Staff	Responsible Employee	Discrimination	Age - Intimidating, Hostile, or Offensive Conduct (yelling, comments); Disability - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Staff	Complainant	Discrimination	Age - Unequal Treatment of an Individual or Group (forced retirement)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Responsible Employee	Discrimination	Age; Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (disrespectful treatment)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Davis	Undergraduate Student	Staff	Responsible Employee	Discrimination	Age; Race (Unspecified) - Unequal Treatment of an Individual or Group (exclusion)	Resources Provided; Preliminary review-no evidence of policy violation

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Staff	Staff	Responsible Employee	Discrimination	Age; Sex/Gender (Female) - Adverse Action (removal of duties)	Resources provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Multiple Unknown	Responsible Employee	Discrimination	Ancestry - Intimidating, Hostile, or Offensive Conduct (comments, mocking behavior)	Resources provided; Insufficient information for further review
Davis	Former Affiliate	Unknown	Complainant	Discrimination	Citizenship - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Department or Campus Group	Complainant	Discrimination	Color - Unequal Treatment of an Individual or Group (unfair hiring, lack of opportunities, lack of recognition)	Resources provided; Insufficient information for further review
Davis	Former Affiliate	Multiple Staff	Complainant	Discrimination	Disability - Adverse Action (dismissal)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Staff	Responsible Employee	Discrimination	Disability - Adverse Action (poor evaluation); Failure to Accommodate	Resources provided; Preliminary review-no evidence of policy violation
Davis	Former Affiliate	Unknown	Complainant	Discrimination	Disability - Failure to Accommodate	Resources provided; Insufficient information for further review
Davis	Graduate Student	Department or Campus Group	Complainant	Discrimination	Disability - Failure to Accommodate	Resources provided; Complainant's request met
Davis	Graduate Student	Department or Campus Group	Responsible Employee	Discrimination	Disability - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Graduate Student	Faculty	Responsible Employee	Discrimination	Disability - Failure to Accommodate	Resources provided; Preliminary review-no evidence of policy violation
Davis	Graduate Student	Multiple Faculty, Multiple Staff	Complainant	Discrimination	Disability - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Graduate Student	Staff	Complainant	Discrimination	Disability - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Department or Campus Group	Responsible Employee	Discrimination	Disability - Failure to Accommodate	Resources provided; Complainant's request met
Davis	Staff	Faculty	Complainant	Discrimination	Disability - Failure to accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Multiple Staff	Responsible Employee	Discrimination	Disability - Failure to Accommodate	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Complainant	Discrimination	Disability - Failure to Accommodate	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Staff	Staff	Responsible Employee	Discrimination	Disability - Failure to Accommodate	Resources provided; Mitigating measures taken
Davis	Undergraduate Student	Department or Campus Group	Complainant	Discrimination	Disability - Failure to Accommodate	Resources provided; Education for Department / Group
Davis	Undergraduate Student	Faculty	Complainant	Discrimination	Disability - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Faculty	Responsible Employee	Discrimination	Disability - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Faculty	Non-UCD Affiliate	Discrimination	Disability - Failure to Accommodate	Pending as of 06/01/2024
Davis	Unknown	Unknown	Responsible Employee	Discrimination	Disability - Failure to Accommodate	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Department or Campus Group	Non-UCD Affiliate	Discrimination	Disability - Failure to Accommodate	Resources provided; Complainant's request met
Davis	Multiple Non-UCD Affiliates	Non-UCD Affiliate	Complainant	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Multiple Staff	Responsible Employee	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Staff, Unspecified Student	Non-UCD Affiliate	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	UCD Non-Responsible Employee	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (unfair treatment)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Staff	Non-UCD Affiliate	Discrimination	Disability - Unequal Treatment of an Individual or Group (exclusion)	Insufficient information to provide resources; Documented Discussion and Summary Letter
Davis	Unspecified Student	Staff	Responsible Employee	Discrimination	Disability; Gender Expression (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Discrimination	Disability; Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Faculty	Responsible Employee	Discrimination	Gender Identity (Transgender); National Origin (Japan); Race (Japanese) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Staff	Staff	Complainant	Discrimination	Gender Identity (Unspecified) - Intimidating, Hostile, or Offensive Conduct (misgendering)	Resources provided; Documented Discussion and Summary Letter
Davis	Staff	Staff	Complainant	Discrimination	Gender Identity (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Faculty	Multiple Staff	Complainant	Discrimination	Marital Status - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Academic Affairs
Davis	Faculty	Faculty	Responsible Employee	Discrimination	Medical Condition - Failure to Accommodate	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Faculty	Responsible Employee	Discrimination	Medical Condition - Failure to Accommodate	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Complainant	Discrimination	Medical Condition - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Former Affiliate, Staff, Undergraduate Student	Responsible Employee	Discrimination	Medical Condition - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Unknown	Responsible Employee	Discrimination	National Origin (China) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Graduate Student	Complainant	Discrimination	National Origin (Columbia, Palestine); Religion (Mormon) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Discrimination	National Origin (Great Britain, India) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Office for Student Support and Judicial Affairs
Davis	Multiple Undergraduate Students	Unknown	Responsible Employee	Discrimination	National Origin (India) - Intimidating, Hostile, or Offensive Conduct (social media messages)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Staff	Staff	Responsible Employee	Discrimination	National Origin (Mexico) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Faculty	Former Affiliate	Responsible Employee	Discrimination	National Origin (Middle Eastern) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Staff, Unspecified Student	Complainant	Discrimination	National Origin (Philippines, Hawaii) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unknown	Responsible Employee	Discrimination	National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (Comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Staff	Responsible Employee	Discrimination	National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments); Race (Asian) - Unequal Treatment of an Individual or Group (lack of service)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Staff	Complainant	Discrimination	National Origin (Unspecified); Race (Unspecified); Age- Unequal Treatment of an Individual or Group (favoritism)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Graduate Student	Faculty	Responsible Employee	Discrimination	Pregnancy - Adverse Action (lack of opportunity)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Responsible Employee	Discrimination	Pregnancy - Adverse Action (transfer)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Davis	Undergraduate Student	Staff	Responsible Employee	Discrimination	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Discrimination	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Complainant's request met
Davis	Non-UCD Affiliate	Unspecified Student	Responsible Employee	Discrimination	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (online comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Complainant	Discrimination	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (threatening behavior)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Office for Student Support and Judicial Affairs
Davis	Undergraduate Student	Faculty	Responsible Employee	Discrimination	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Staff	Unknown	Responsible Employee	Discrimination	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (vandalism)	Resources provided; Mitigating measures taken; Education for Department / Group

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Staff	Complainant	Discrimination	Race (Asian) - Unequal Treatment of an Individual or Group (dismissive behavior)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Faculty	Responsible Employee	Discrimination	Race (Asian) - Unequal Treatment of an Individual or Group (grading issues)	Resources provided; Insufficient information for further review
Davis	Staff	Former Affiliate, Staff	Complainant	Discrimination	Race (Asian); Sex (Female) - Unequal Treatment of an Individual or Group (lack of opportunity, exclusion, unfair treatment)	Resources provided; Documented Discussion and Summary Letter
Davis	Multiple Undergraduate Students	Undergraduate Student, Unspecified Student	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Complainant's request met
Davis	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Faculty	Non-UCD Affiliate	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Davis	Unknown	Undergraduate Student	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments, physical violence)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Non-UCD Affiliate	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (graffiti)	Resources provided; Complainant's request met
Davis	Graduate Student	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (aggressive behavior)	Resources provided; Insufficient information for further review
Davis	Staff	Department or Campus Group	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (differential pay)	Resources provided; Insufficient information for further review
Davis	Unknown	Multiple Staff	Complainant	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (exclusion)	Pending as of 06/01/2024
Davis	Staff, Undergraduate Student	Undergraduate Student	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (lack of service)	Resources provided; Documented Discussion and Summary Letter
Davis	Former Affiliate	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (micromanagement)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (scheduling concerns)	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (unfair treatment)	Insufficient information to provide resources; Insufficient information for further review
Davis	Non-UCD Affiliate, Undergraduate Student	Staff	Complainant	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Staff	Responsible Employee	Discrimination	Race (Black)- Unequal Treatment of an Individual or Group (unequal access); Retaliation (unfair corrective action)	Resources Provided; Preliminary review-no evidence of policy violation

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Faculty	Graduate Student	Complainant	Discrimination	Race (Black); Sex/Gender (Female) - Intimidating, Hostile, or Offensive Conduct (false accusations)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Graduate Student	Complainant	Discrimination	Race (Chinese) - Intimidating, Hostile, or Offensive Conduct; Unequal Treatment of an Individual or Group (lower grades, mocking)	Resources provided; Documented Discussion and Summary Letter
Davis	Staff	Staff	Unknown	Discrimination	Race (Filipino) - Unequal Treatment of Individual or Group (scheduling)	Insufficient information to provide resources; Insufficient information for further review
Davis	Multiple Graduate Students	Faculty	Responsible Employee	Discrimination	Race (Hispanic) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Complainant's request met
Davis	Staff	Staff	Complainant	Discrimination	Race (Hispanic) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Staff	Multiple Staff	Non-UCD Affiliate	Discrimination	Race (Hispanic) - Retaliation (adverse action, micromanagement)	Resources provided; Insufficient information for further review
Davis	Non-UCD Affiliate	Unspecified Student	Non-UCD Affiliate	Discrimination	Race (Jewish); Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (vandalism)	Resources Provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Discrimination	Race (Latina) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Responsible Employee	Discrimination	Race (Latina); Sex (Female) - Unequal Treatment of an Individual or Group (unfair performance management)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Multiple Undergraduate Students	Complainant	Discrimination	Race (Latino) - Intimidating, Hostile, or Offensive Conduct (hostility)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Faculty	Responsible Employee	Discrimination	Race (Latinx) - Unequal Treatment of an Individual or Group (lack of opportunity)	Resources provided; Insufficient information for further review
Davis	Multiple Staff	Staff	Responsible Employee	Discrimination	Race (Mexican) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Davis	Staff	Staff	Responsible Employee	Discrimination	Race (Mexican) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Unknown	Complainant	Discrimination	Race (Mexican) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Staff	Complainant	Discrimination	Race (Mexican) - Unequal Treatment of an Individual or Group (scheduling); Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Faculty	Responsible Employee	Discrimination	Race (Middle Eastern) - Intimidating, Hostile, or Offensive Conduct (unfair grading)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Respondent	Discrimination	Race (Non-white) - Retaliation; Unequal Treatment of an Individual or Group (failure to promote)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Graduate Student	Faculty	Responsible Employee	Discrimination	Race (Non-White) - Unequal Treatment of an Individual or Group (favoritism)	Resources provided; Insufficient information for further review
Davis	Staff	Non-UCD Affiliate	Responsible Employee	Discrimination	Race (Persian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Department / Group

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Staff	Multiple Staff	Complainant	Discrimination	Race (POC) - Intimidating, Hostile, or Offensive Conduct (biased behavior)	Resources provided; Documented Discussion and Summary Letter
Davis	Multiple Staff	Staff	Complainant	Discrimination	Race (POC) - Unequal Treatment of an Individual or Group (micromanagement)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Discrimination	Race (Punjabi) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Department or Campus Group	Responsible Employee	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (grading)	Resources provided; Mitigating measures taken
Davis	Graduate Student	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (bullying, physical aggression)	Resources provided; Alleged conduct not covered by Policy
Davis	Former Affiliate	Faculty	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Multiple Undergraduate Students	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Multiple Undergraduate Students	Complainant	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Staff	Complainant	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Faculty	Complainant	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments); Sex (Female) - Unequal Treatment of an Individual or Group (exclusion and unfair grading)	Resources provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments, threatening behavior)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Graduate Student	Unknown	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (false accusations)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Unspecified Student	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (microaggressions)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (microaggressions)	Resources provided; Insufficient information for further review
Davis	Former Affiliate	Department or Campus Group	Complainant	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (online comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Graduate Student	Unknown	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Graduate Student	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Staff	Multiple Staff	Complainant	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified); Pregnancy - Failure to Accomodate	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (vandalism)	Resources provided; Mitigating measures taken; Education for Department / Group

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Former Affiliate	Faculty	Responsible Employee	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (lack of opportunity)	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Multiple Undergraduate Students	Responsible Employee	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (profiling)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Faculty	Responsible Employee	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Davis	Unknown	Multiple Staff	Unknown	Discrimination	Race (Unspecified); Color; Sex/Gender (Unspecified) - Unequal Treatment of an Individual or Group (lack of opportunity)	Insufficient information to provide resources; Preliminary review-no evidence of policy violation
Davis	Graduate Student	Unspecified Student	Responsible Employee	Discrimination	Race (Unspecified); Disability - Unequal Treatment of an Individual or Group (lack of access)	Resources provided; Insufficient information for further review
Davis	Staff	Department or Campus Group	Complainant	Discrimination	Race (Unspecified); Pregnancy - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Staff	Responsible Employee	Discrimination	Race (Unspecified); Sex/Gender (Female) - Unequal Treatment of an Individual or Group (unwelcome treatment)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Complainant	Discrimination	Race (Unspecified); Sexual Orientation (Unspecified); Disability - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Complaint Withdrawn
Davis	Undergraduate Student	Unspecified Student	Complainant	Discrimination	Race (Unspecified); Sexual Orientation (Unspecified) - Intimidating, Hostile, or Offensive Conduct (physical aggression)	Resources provided; Insufficient information for further review
Davis	Staff	Non-UCD Affiliate, Undergraduate Student	Complainant	Discrimination	Race (White) - Intimidating, Hostile, or Offensive Conduct (hostility)	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Staff	Responsible Employee	Discrimination	Race (White) - Intimidating, Hostile, or Offensive Conduct (misidentification)	Resources provided; Education for Respondent
Davis	Staff	Staff	Responsible Employee	Discrimination	Race (White) - Unequal Treatment	Resources provided; Complaint Withdrawn
Davis	Staff	Staff	Responsible Employee	Discrimination	Race (White) - Unequal Treatment of an Individual or Group (exclusion)	Resources provided; Mitigating measures taken
Davis	Graduate Student	Unknown	Responsible Employee	Discrimination	Race (White); Sexual Orientation (Straight) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Former Affiliate	Faculty	Complainant	Discrimination	Religion (Unspecified) - Unequal Treatment of an Individual or Group (grading)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Graduate Student	Unspecified Student	Responsible Employee	Discrimination	Religion (Catholic/Christian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Staff	Multiple Staff	Complainant	Discrimination	Religion (Christian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Discrimination	Religion (Christian); Sexual Orientation (Gay); Gender Identity (Transgender) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Faculty	Responsible Employee	Discrimination	Religion (Jewish) - Failure to Accommodate	Resources provided; Complainant's request met.
Davis	Faculty	Faculty	Responsible Employee	Discrimination	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unknown	Complainant	Discrimination	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Multiple Staff	Unknown	Responsible Employee	Discrimination	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (graffiti)	Resources provided; Education for Department / Group
Davis	Undergraduate Student	Unknown	Responsible Employee	Discrimination	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (graffiti)	Resources provided; Education for Department / Group
Davis	Undergraduate Student	Unknown	Complainant	Discrimination	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (graffiti)	Resources provided; Complainant's request met
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Discrimination	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (graffiti)	Resources provided; Education for Department / Group
Davis	Undergraduate Student	Multiple Undergraduate Students	Responsible Employee	Discrimination	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (written comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Discrimination	Religion (Muslim) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Respondent dismissed for other misconduct
Davis	Undergraduate Student	Department or Campus Group	Complainant	Discrimination	Religion (Muslim) - Unequal Treatment of an Individual or Group (lack of access)	Resources provided; Education for Department / Group
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Discrimination	Religion (Sikh) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Multiple Undergraduate Students	Responsible Employee	Discrimination	Religion (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Complainant's request met
Davis	Undergraduate Student	Department or Campus Group	Responsible Employee	Discrimination	Religion (Unspecified) - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Responsible Employee	Discrimination	Retaliation (unspecified)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Non-UCD Affiliate	Responsible Employee	Discrimination	Sex/Gender (Female) - Adverse Action (exclusion)	Resources Provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Department or Campus Group	Complainant	Discrimination	Sex/Gender (Female) - Adverse Action (unfair corrective action)	Resources provided; Insufficient information for further review
Davis	Graduate Student, Staff	Staff	Responsible Employee	Discrimination	Sex/Gender (Female) - Intimidating, Hostile, or Offensive Conduct (unspecified); Race (POC) - Adverse Action (disparate pay); Race - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Staff	Staff	Responsible Employee	Discrimination	Sex/Gender (Female) - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Davis	Faculty	Faculty	Responsible Employee	Discrimination	Sex/Gender (Female); National Origin (LatinX) - Unequal Treatment of an Individual or Group (unfair assignments)	Resources provided; Documented Discussion and Summary Letter

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Graduate Student, Staff	Staff	Complainant	Discrimination	Sex/Gender (Female); Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Davis	Undergraduate Student, Unspecified Student	Staff	Responsible Employee	Discrimination	Sex/Gender (Female); Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Non-UCD Affiliate	Department or Campus Group	Responsible Employee	Discrimination	Sexual Orientation (Lesbian) - Unequal Treatment of an Individual or Group (unfair scoring)	Resources provided; Insufficient information for further review
Davis	Staff	Multiple Staff	Complainant	Discrimination	Unspecified - Intimidating, Hostile, or Offensive (threatening behavior); Disability - Failure to Accommodate; Retaliation (manipulation of hours and wages)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Davis	Graduate Student	Unknown	Complainant	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct	Resources provided; Complainant's request met.
Davis	Staff	Faculty	Complainant	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Academic Affairs
Davis	Unspecified Student	Faculty	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (graffiti)	Resources provided; Mitigating measures taken
Davis	Graduate Student	Non-UCD Affiliate	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (online comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Faculty	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unfair corrective action)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Staff	Unknown	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Department or Campus Group	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Faculty	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Faculty	Complainant	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Faculty, Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Complainant	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Graduate Student	Staff	Complainant	Discrimination	Unspecified - Unequal Treatment of an Individual or Group (negative review)	Resources provided; Insufficient information for further review
Davis	Non-UCD Affiliate	Undergraduate Student	Complainant	Discrimination, Hate and Bias	Age - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review; Referred to Athletics
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Discrimination, Hate and Bias	Race (POC); Religion (Unspecified); Sex/Gender (Female) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Responsible Employee	Discrimination, Sexual Harassment	Age; Sex/Gender (Unspecified); Sexual Orientation (Gay) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Responsible Employee	Discrimination, Sexual Harassment	Disability - Failure to Accommodate; Hostile Environment (comments, unwanted touching)	Resources provided; Documented Discussion and Summary Letter
Davis	Graduate Student	Department or Campus Group	Complainant	Discrimination, Sexual Harassment	Disability; Gender Identity (Transgender) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Multiple Staff	Staff	Responsible Employee	Discrimination, Sexual Harassment	Hostile Environment (comments); Race (POS) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Davis	Staff	Staff	Complainant	Discrimination, Sexual Harassment	Medical Condition - Failure to Accommodate; Quid Pro Quo; Retaliation (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Discrimination, Sexual Harassment	National Origin (India) - Intimidating, Hostile, or Offensive Conduct; Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Undergraduate Student	Non-UCD Affiliate	Discrimination, Sexual Harassment	Race (Black) - Intimidating, Hostile, or Offensive Conduct; Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Non-UCD Affiliate	Undergraduate Student	Responsible Employee	Discrimination, Sexual Harassment	Race (Black); Gender Identity (Transgender) - Intimidating, Hostile, or Offensive Conduct (online comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Multiple Graduate Students	Graduate Student	Responsible Employee	Discrimination, Sexual Harassment	Race (Black); Sex/Gender (Female)- Unequal Treatment of an Individual or Group; Intimidating, Hostile, or Offensive Conduct (comments, lower grades, mispronunciation of name)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student, Unspecified Student	Non-UCD Affiliate	Responsible Employee	Discrimination, Sexual Harassment	Race (Chinese); Sex/Gender (Female) -Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Staff	Staff	Non-UCD Affiliate	Discrimination, Sexual Harassment	Race (Unspecified); Sexual Orientation (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments); Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Complainant	Discrimination, Sexual Harassment	Race (Unspecified); Sexual Orientation (Lesbian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Multiple Undergraduate Students	Responsible Employee	Discrimination, Sexual Harassment	Religion (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments, pranks); Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Staff	Multiple Staff	Responsible Employee	Discrimination, Sexual Harassment	Service in the Uniformed Services - Unequal Treatment of an Individual or Group (different work expectations); Religion (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments); Hostile	Resources provided; Insufficient information for further review
Davis	Non-UCD Affiliate	Graduate Student	Responsible Employee	Discrimination, Sexual Harassment	Unspecified - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Alleged conduct not covered by Policy
Davis	Staff	Multiple Staff	Unknown	Discrimination, Sexual Harassment	Unspecified - Intimidating, Hostile, or Offensive Conduct; Hostile Environment (unspecified)	Insufficient information to provide resources; Insufficient information for further review

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Davis	Undergraduate Student	Faculty	Responsible Employee	Discrimination, Sexual Harassment	Unspecified - Intimidating, Hostile, or Offensive Conduct; Hostile Environment (unspecified)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Academic Affairs
Davis	Unknown	Undergraduate Student	Unknown	Discrimination, Sexual Violence or Other Prohibited Behavior	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments); Sexual Intercourse with a minor	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Discrimination, Sexual Violence or Other Prohibited Behavior	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (Physical Behavior); Other Prohibited Behavior - Invasion of Sexual Privacy	Resources provided; Complainant's request met
Davis	Staff	Staff	Responsible Employee	Hate and Bias	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (mocking)	Insufficient information to provide resources; Insufficient information for further review
Davis	Faculty	Faculty	Complainant	Hate and Bias	Age; Race (Native American) - Unequal Treatment of an Individual or Group (lack of opportunity)	Resources provided; Education for Respondent
Davis	Undergraduate Student	Faculty	Complainant	Hate and Bias	Age; Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unfair grading)	Resources provided; Insufficient information for further review
Davis	Former Affiliate	Staff	Complainant	Hate and Bias	Disability - Failure to Accommodate	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Graduate Student	Responsible Employee	Hate and Bias	Disability - Failure to Accommodate	Resources provided; Documented Discussion and Summary Letter
Davis	Multiple Graduate Students	Staff	Responsible Employee	Hate and Bias	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Faculty	Complainant	Hate and Bias	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Complainant's request met
Davis	Undergraduate Student	Undergraduate Student	Complainant	Hate and Bias	Disability - Intimidating, Hostile, or Offensive Conduct (disrespectful treatment)	Resources provided; Complainant's request met
Davis	Staff	Unknown	Responsible Employee	Hate and Bias	Disability - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Staff	Complainant	Hate and Bias	Disability; Race (Black) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Undergraduate Student	Complainant	Hate and Bias	Gender Identity (Transgender) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Alleged conduct not covered by Policy
Davis	Former Affiliate	Staff	Non-UCD Affiliate	Hate and Bias	Gender Identity (Transgender); Gender Expression (Unspecified) - Intimidating, Hostile, or Offensive Conduct (social media posts)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Undergraduate Student	Non-UCD Affiliate	Hate and Bias	Medical Condition - Intimidating, Hostile, or Offensive Conduct (comments, hostility)	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unspecified Student	Responsible Employee	Hate and Bias	National Origin (Israel) - Intimidating, Hostile, or Offensive Conduct (graffiti)	Insufficient information to provide resources; Mitigating measures taken
Davis	Undergraduate Student	Unspecified Student	Complainant	Hate and Bias	National Origin (Palestine) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Mitigating measures taken
Davis	Multiple Undergraduate Students	Undergraduate Student, Unknown	Responsible Employee	Hate and Bias	National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review

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Davis	Undergraduate Student	Unknown	Complainant	Hate and Bias	National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments, physical assault)	Resources provided; Insufficient information for further review
Davis	Unknown	Unknown	Responsible Employee	Hate and Bias	National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (graffiti)	Resources provided; Complainant's request met
Davis	Unknown	Unknown	Unknown	Hate and Bias	National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Graduate Student	Complainant	Hate and Bias	Other - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Multiple Unknown	Complainant	Hate and Bias	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Complainant	Hate and Bias	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (graffiti)	Resources provided; Complainant's request met
Davis	Undergraduate Student	Undergraduate Student	Non-UCD Affiliate	Hate and Bias	Race (Asian); Sex/Gender (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Non-UCD Affiliate	Undergraduate Student	Complainant	Hate and Bias	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Hate and Bias	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Complainant	Hate and Bias	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Letter of Suspension issued
Davis	Graduate Student	Staff	Responsible Employee	Hate and Bias	Race (Black); Sex/Gender (Female) - Intimidating, Hostile, or Offensive Conduct (grading concerns)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Graduate Student	Graduate Student, Staff	Complainant	Hate and Bias	Race (Black, Asian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Unknown	Hate and Bias	Race (Chinese) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Complainant	Hate and Bias	Race (Chinese) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Hate and Bias	Race (Chinese); Disability - Intimidating, Hostile, or Offensive Conduct (comments, mocking)	Resources provided; Documented Discussion and Summary Letter
Davis	Graduate Student	Undergraduate Student	Complainant	Hate and Bias	Race (Hispanic) - Intimidating, Hostile, or Offensive Conduct (online comments)	Resources provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Unknown	Complainant	Hate and Bias	Race (Iranian); Age; Sex/Gender (Female) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Unknown	Faculty	Complainant	Hate and Bias	Race (Japanese) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Education for Department / Campus Group
Davis	Staff	Staff	Responsible Employee	Hate and Bias	Race (Mexican, Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Undergraduate Student	Complainant	Hate and Bias	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (targeted behavior, comments)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Undergraduate Student	UCD Non-Responsible Employee	Hate and Bias	Race (Unspecified); Ancestry (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Undergraduate Student	Complainant	Hate and Bias	Race (Unspecified); Religion (Jewish, Muslim) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Non-UCD Affiliate	Unspecified Student	Non-UCD Affiliate	Hate and Bias	Race (White) - Intimidating, Hostile, or Offensive Conduct (online comments)	Resources provided; Alleged conduct not covered by Policy
Davis	Unknown	Unknown	Responsible Employee	Hate and Bias	Religion (Christian) - Intimidating, Hostile, or Offensive Conduct (literature)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Department or Campus Group, Undergraduate Student	Complainant	Hate and Bias	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Non-UCD Affiliate	Unspecified Student	Unknown	Hate and Bias	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Department or Campus Group	Complainant	Hate and Bias	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Non-UCD Affiliate	Complainant	Hate and Bias	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Unspecified Student	Complainant	Hate and Bias	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Department / Group
Davis	Undergraduate Student	Unknown	UCD Non-Responsible Employee	Hate and Bias	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (graffiti)	Resources provided; Complainant's request met
Davis	Undergraduate Student	Unknown	Complainant	Hate and Bias	Religion (Jewish) Intimidating, Hostile, or Offensive Conduct (graffiti)	Resources provided; Complainant's request met
Davis	Unknown	Undergraduate Student	Unknown	Hate and Bias	Religion (Jewish); Sex/Gender (Unspecified); Sexual Orientation (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Alleged conduct not covered by Policy
Davis	Staff	Staff	Complainant	Hate and Bias	Sex/Gender (Female) - Intimidating, Hostile, or Offensive Conduct (unequal treatment)	Resources provided; Letter of Warning issued
Davis	Staff	Staff	Complainant	Hate and Bias	Sex/Gender (Female) - Retaliation; Unequal Treatment of an Individual or Group (micromanagement)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Unknown	Undergraduate Student	Unknown	Hate and Bias	Sex/Gender (Female); Color; Sexual Orientation (Queer) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Referred to Student Affairs
Davis	Undergraduate Student	Graduate Student	Complainant	Hate and Bias	Sex/Gender (Male); National Origin (China) - Unequal Treatment of an Individual or Group (unfair grading)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Complainant	Hate and Bias	Sexual Orientation (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Graduate Student, Staff	Complainant	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Office for Student Support and Judicial Affairs

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Faculty	Undergraduate Student	Responsible Employee	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Unknown	Complainant	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Alleged conduct not covered by Policy
Davis	Unknown	Unspecified Student	Unknown	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (online comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Non-UCD Affiliate	Department or Campus Group	Unknown	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Staff	Responsible Employee	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Academic Affairs
Davis	Undergraduate Student	Unknown	Complainant	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Davis	Unknown	Staff	Unknown	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Faculty	Responsible Employee	Hate and Bias	Unspecified - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Academic Affairs
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Hate and Bias, Sexual Harassment	Race (Unspecified); Sex/Gender (Female); Sexual Orientation (Homosexual) - Intimidating, Hostile, or Offensive Conduct; Hostile Environment (comments)	Resources provided; Education for Respondent
Davis	Non-UCD Affiliate	Department or Campus Group	Complainant	Hate and Bias, Sexual Harassment	Race (Unspecified); Sexual Orientation (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Undergraduate Student, Unspecified Student	Responsible Employee	Hate and Bias, Sexual Harassment	Unspecified - Intimidating, Hostile, or Offensive Conduct; Hostile Environment (online comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Unspecified Student	Faculty	Unknown	Other	Other - Intimidating, Hostile, or Offensive Conduct (alcohol consumption during class)§	Insufficient information to provide resources; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Department or Campus Group, Unspecified Student	Complainant	Other	Other - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Staff	Complainant	Other	Other - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Alleged conduct not covered by Policy
Davis	Unspecified Student	Staff	Unknown	Other	Other - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Non-UCD Affiliate	UCD Non-Responsible Employee	Other	Other - Intimidating, Hostile, or Offensive Conduct (comments, unwanted touching)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Multiple Undergraduate Students	Responsible Employee	Other	Other - Intimidating, Hostile, or Offensive Conduct (intimidating conduct)	Resources provided; Alleged conduct not covered by Policy
Davis	Staff	Unknown	Responsible Employee	Other	Other - Intimidating, Hostile, or Offensive Conduct (physical violence)	Resources Provided; Alleged conduct not covered by Policy; Referred to Police Department

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Other	Other - Intimidating, Hostile, or Offensive Conduct (physical violence)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Office for Student Support and Judicial Affairs
Davis	Undergraduate Student	Faculty	Responsible Employee	Other	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Department
Davis	Unspecified Student	Staff	Responsible Employee	Other, Sexual Harassment	Other - Intimidating, Hostile, or Offensive Conduct (other); Hostile Environment (other)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Graduate Student, Staff	Staff	Responsible Employee	Sexual Harassment	Gender (Female) - comments	Resources provided; Education for Respondent.
Davis	Faculty	Graduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Faculty	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Former Affiliate	Graduate Student	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Former Affiliate	Graduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Former Affiliate	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Faculty	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Multiple Former Affiliates	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Education for Respondent
Davis	Multiple Graduate Students	Faculty, Multiple Graduate Students	Unknown	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Multiple Undergraduate Students	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Office for Student Support and Judicial Affairs
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Unspecified Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Alleged conduct not covered by Policy

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Staff	Former Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Staff	Multiple Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Letter of Expectation issued
Davis	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Non-UCD Affiliate	Sexual Harassment	Hostile Environment (comments)	Resources provided; Preliminary review-no evidence of policy violation
Davis	Staff	Unknown	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Staff	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Education for Department / Group
Davis	Undergraduate Student	Department or Campus Group	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Department or Campus Group, Non-UCD Affiliate	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Faculty	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Letter of Expectation issued
Davis	Undergraduate Student	Multiple Undergraduate Students	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Preliminary review-no evidence of policy violation; Education for Department / Campus Group
Davis	Undergraduate Student	Staff	Non-UCD Affiliate	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Staff, Unspecified Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Complainant's request met
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Complainant's request met
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Complainant's request met
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources Provided; Preliminary review-no evidence of policy violation

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student, Unspecified Student	Faculty, Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Letter of Expectation issued
Davis	Undergraduate Student, Unspecified Student	Staff	Non-UCD Affiliate	Sexual Harassment	Hostile Environment (comments)	Resources provided; Education for Respondent
Davis	Unspecified Student	Faculty	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Faculty	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Multiple Unspecified Students	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Non-UCD Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Insufficient information to provide resources; Documented Discussion and Summary Letter
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Unspecified Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unspecified Student	UCD Non-Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments, unwanted advances)	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments, unwanted contact)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (following)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Harassment	Hostile Environment (following)	Resources provided; Insufficient information for further review

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Davis	Unspecified Student	Unknown	Complainant	Sexual Harassment	Hostile Environment (following)	Resources provided; Insufficient information for further review
Davis	Unknown	Unknown	UCD Non-Responsible Employee	Sexual Harassment	Hostile Environment (graffiti)	Resources provided; Complainant's request met
Davis	Faculty	Faculty	Responsible Employee	Sexual Harassment	Hostile Environment (misgendering)	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (misgendering)	Resources provided; Documented Discussion and Summary Letter
Davis	Unspecified Student	Department or Campus Group	Responsible Employee	Sexual Harassment	Hostile Environment (misgendering)	Insufficient information to provide resources; Insufficient information for further review
Davis	Graduate Student	Graduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (misgendering, comments)	Resources provided; Insufficient information for further review
Davis	Former Affiliate, Unspecified Student	Unknown	Unknown	Sexual Harassment	Hostile Environment (sexual images)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (sexualized conduct)	Resources provided; Education for Respondent
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (sexualized conduct)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (sexualized conduct)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Multiple Undergraduate Students	Responsible Employee	Sexual Harassment	Hostile Environment (sexualized conduct)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (sexualized conduct)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (sexualized conduct)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (sexualized conduct)	Resources provided; Documented Discussion and Summary Letter
Davis	Unspecified Student	Graduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (staring)	Resources provided; Documented Discussion and Summary Letter
Davis	Unspecified Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (staring)	Resources provided; Complainant's request met
Davis	Unspecified Student	Staff	Complainant	Sexual Harassment	Hostile Environment (staring, comments)	Insufficient information to provide resources; Documented Discussion and Summary Letter
Davis	Patient	Staff	Complainant	Sexual Harassment	Hostile Environment (unexpected touching)	Resources provided; Education for Respondent
Davis	Former Affiliate, Unspecified Student	Faculty	Responsible Employee	Sexual Harassment	Hostile Environment (unspecified)	Insufficient information to provide resources; Insufficient information for further review

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Davis	Undergraduate Student	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (Unspecified)	Resources provided; Education for Respondent
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Harassment	Hostile Environment (unspecified)	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (unspecified)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Harassment	Hostile Environment (unspecified)	Resources provided; Alleged conduct not covered by Policy
Davis	Graduate Student	Graduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted advances)	Insufficient information to provide resources; Insufficient information for further review
Davis	Non-UCD Affiliate	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted advances)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Multiple Staff	Unknown	Sexual Harassment	Hostile Environment (unwanted attention)	Insufficient information to provide resources; Insufficient information for further review
Davis	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted attention)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted attention)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted attention)	Insufficient information to provide resources; Documented Discussion and Summary Letter
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted attention)	Resources provided; Insufficient information for further review
Davis	Former Affiliate	Faculty	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Insufficient information for further review
Davis	Former Affiliate	Former Affiliate	Complainant	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Former Affiliate	Former Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Insufficient information to provide resources; Respondent not or no longer affiliated with UC Davis
Davis	Multiple Graduate Students	Former Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Staff	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Complainant's request met
Davis	Undergraduate Student	Graduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Graduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources Provided; Preliminary review-no evidence of policy violation

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Education for Department / Group
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Complainant's request met
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Undergraduate Student	Non-UCD Affiliate	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Unknown	Department or Campus Group	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Office for Student Support and Judicial Affairs
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Unspecified Student	Complainant	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Complainant's request met
Davis	Multiple Undergraduate Students	Undergraduate Student	Complainant	Sexual Harassment	Hostile Environment (unwanted touching)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Graduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Unknown	Undergraduate Student	UCD Non-Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Faculty	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Insufficient information for further review
Davis	Former Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Former Affiliate, Staff	Faculty	Complainant	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Graduate Student	Complainant	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Preliminary review-no evidence of policy violation; Referred to UCD Police Department
Davis	Unspecified Student	Undergraduate Student	Complainant	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (vandalism)	Resources provided; Complainant's request met
Davis	Unknown	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (vandalism)	Insufficient information to provide resources; Mitigating measures taken
Davis	Unknown	Multiple Unknown	Complainant	Sexual Harassment	Quid Pro Quo	Insufficient information to provide resources; Respondent not or no longer affiliated with UC Davis
Davis	Former Affiliate	Staff	Responsible Employee	Sexual Harassment	Sex/Gender (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Davis	Graduate Student	Unknown	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Graduate Student, Unspecified Student	Unknown	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Multiple Staff	Staff	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Documented Discussion and Summary Letter
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Documented Discussion and Summary Letter
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Documented Discussion and Summary Letter
Davis	Staff	Staff	Responsible Employee	Sexual Harassment	Unspecified	Insufficient information to provide resources; Insufficient information for further review
Davis	Staff	Staff	Complainant	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Staff	Unknown	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Staff	Unknown	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Multiple Undergraduate Students	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Multiple Unspecified Students	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Staff	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Housing Office	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Unknown	Unknown	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Department or Campus Group, Non-UCD Affiliate	Responsible Employee	Sexual Harassment	Unspecified	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Harassment	Unspecified	Insufficient information to provide resources; Insufficient information for further review
Davis	Multiple Staff	Staff	Non-UCD Affiliate	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (comments); Sexual Assault - Contact	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (comments); Sexual Assault - Contact	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Graduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (comments); Stalking	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Former Affiliate	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (comments); Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (comments); Stalking	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Non-UCD Affiliate	Non-UCD Affiliate	Unknown	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (sexualized conduct)	Resources provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (sexualized conduct); Indecent Exposure	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Staff	Staff	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unspecified); Invasion of Sexual Privacy	Resources provided; Complaint Withdrawn
Davis	Multiple Graduate Students	Non-UCD Affiliate	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted attention); Relationship Violence; Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Graduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted contact)	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted contact); Stalking	Resources provided; Complainant's request met
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted contact); Sexual Assault - Contact	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted contact); Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Respondent	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted touching); Sexual Assault - Contact	Resources provided; Insufficient information for further review
Davis	Non-UCD Affiliate	Undergraduate Student	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted touching); Sexual Assault - Unspecified; Relationship Violence	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted touching); Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted touching); Stalking	Resources provided; Documented Discussion and Summary Letter
Davis	Graduate Student	Graduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted touching, unwanted contact); Invasion of Sexual Privacy	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unspecified Student	Non-UCD Affiliate	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Unspecified, Sexual Assault - Contact	Resources provided; Insufficient information for further review
Davis	Staff	Unknown	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Unspecified, Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Faculty	Non-UCD Affiliate	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Unspecified; Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Multiple Undergraduate Students	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Indecent Exposure	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Indecent Exposure	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Indecent Exposure	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Indecent Exposure	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Undergraduate Student	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Indecent Exposure	Insufficient information to provide resources; Documented Discussion and Summary Letter

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Indecent Exposure	Insufficient information to provide resources; Insufficient information for further review
Davis	Multiple Undergraduate Students	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy	Resources provided; Complainant's request met
Davis	Non-UCD Affiliate	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Non-UCD Affiliate	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Undergraduate Student, Unknown	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy	Resources provided; Insufficient information for further review
Davis	Unknown	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy	Resources provided; Documented Discussion and Summary Letter
Davis	Unknown	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy	Insufficient information to provide resources; Referred to Student Affairs
Davis	Unknown	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy	Resources provided; Insufficient information for further review
Davis	Unknown	Non-UCD Affiliate	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy; Sexual Assault - Contact; Stalking	Insufficient information to provide resources; Documented Discussion and Summary Letter
Davis	Unknown	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy; Sexual Assault - Penetration	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student, Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy; Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Graduate Student	Graduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Invasion of Sexual Privacy; Stalking	Resources provided; Insufficient information for further review
Davis	Faculty, Staff	Unknown	Complainant	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Documented Discussion and Summary Letter
Davis	Graduate Student	Former Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Complainant's request met
Davis	Graduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Graduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis

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Davis	Graduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Graduate Student	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Graduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Graduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Graduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Graduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Complainant's request met
Davis	Multiple Undergraduate Students	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Staff	Staff	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Davis	Staff	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Staff	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Complainant's request met
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review

## Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

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# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Unknown	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Insufficient information to provide resources; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Unspecified Student	Unspecified Student	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unspecified Student	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Sexual Assault - Unspecified; Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Non-UCD Affiliate	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Stalking	Resources provided; Preliminary review-no evidence of policy violation; Referred to Office for Student Support and Judicial Affairs
Davis	Undergraduate Student	Non-UCD Affiliate	Respondent	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Stalking	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Complainant	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Multiple Undergraduate Students	Complainant	Sexual Violence or Other Prohibited Behavior	Retaliation (comments)	Resources provided; Alleged conduct not covered by Policy
Davis	Graduate Student	Graduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Documented Discussion and Summary Letter
Davis	Non-UCD Affiliate	Graduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Alleged conduct not covered by Policy
Davis	Non-UCD Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis

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Davis	Non-UCD Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Insufficient information to provide resources; Alleged conduct not covered by Policy
Davis	Non-UCD Affiliate, Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Patient	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Insufficient information to provide resources; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Complainant's request met
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Insufficient information for further review
Davis	Unknown	Unknown	Unknown	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Insufficient information to provide resources; Insufficient information for further review
Davis	Unknown	Unknown	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Unspecified Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Insufficient information to provide resources; Alleged conduct not covered by Policy
Davis	Unspecified Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact; Relationship Violence	Resources Provided; Preliminary review-no evidence of policy violation
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact; Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Former Affiliate	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Complainant's request met
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Insufficient information to provide resources; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Alleged conduct not covered by Policy
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Unknown	Graduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Insufficient information to provide resources; Respondent not or no longer affiliated with UC Davis
Davis	Unspecified Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Insufficient information to provide resources; Insufficient information for further review
Davis	Undergraduate Student	Non-UCD Affiliate	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration; Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Former Affiliate	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Graduate Student	Graduate Student	UCD Non-Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Graduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Graduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Graduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Graduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Graduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Staff	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Staff	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Staff	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Former Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Former Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Graduate Student	UCD Non-Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review

## Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

[illegible]

## Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

[illegible]

## Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

[illegible]

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Unknown	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student, Unspecified Student	Unspecified Student	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Unknown	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Unknown	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Unknown	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Insufficient information to provide resources; Education for Department / Campus Group
Davis	Unknown	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Insufficient information to provide resources; Insufficient information for further review
Davis	Unknown	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Unknown	Unknown	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Unknown	Unknown	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Respondent not or no longer affiliated with UC Davis

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Unspecified Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Complainant's request met
Davis	Unspecified Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Insufficient information to provide resources; Education for Department / Campus Group
Davis	Unspecified Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Insufficient information to provide resources; Insufficient information for further review
Davis	Unspecified Student	Unknown	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unknown	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Unspecified Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Exploitation	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Exploitation	Resources provided; Alleged conduct not covered by Policy
Davis	Unknown	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Exploitation; Stalking	Insufficient information to provide resources; Insufficient information for further review
Davis	Former Affiliate, Graduate Student	Former Affiliate	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Complainant's request met
Davis	Graduate Student	Graduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Referred to Office for Student Support and Judicial Affairs
Davis	Graduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Complainant's request met
Davis	Graduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Complainant's request met
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Multiple Undergraduate Students	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Graduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Staff	Complainant	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Complainant's request met
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	UCD Non-Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Documented Discussion and Summary Letter
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Complainant's request met
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Complainant's request met
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Complainant	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Complainant	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unspecified Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Stalking; Violating a No Contact Order or other exclusion	Resources provided; Respondent not or no longer affiliated with UC Davis
Davis	Undergraduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Unspecified	Resources provided; Insufficient information for further review
Davis	Staff	Unknown	Complainant	Unknown	Unknown	Resources provided; Insufficient information for further review
Davis	Undergraduate Student	Unknown	Responsible Employee	Unknown	Unknown	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Unknown	Discrimination	Age - Adverse Action (failure to promote)	Insufficient information to provide resources; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Age - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination	Age - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Staff	Responsible Employee	Discrimination	Age - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Staff	Responsible Employee	Discrimination	Age - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Discrimination	Age - Intimidating, Hostile, or Offensive Conduct (hostility)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Non-UCD Affiliate	Discrimination	Age - Unequal Treatment of an Individual or Group (failure to promote, lack of opportunity)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Age - Unequal Treatment of an Individual or Group (unfair issuance of discipline)	Resources provided; Complainant's request met
Health System	Staff	Staff	Complainant	Discrimination	Age - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Age; Color - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Graduate Student	Staff	Complainant	Discrimination	Disability - Failure to Accommodate	Resources provided; Documented Discussion and Summary Letter
Health System	Patient	Department or Campus Group	Responsible Employee	Discrimination	Disability - Failure to Accommodate	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Patient	Multiple Staff	Non-UCD Affiliate	Discrimination	Disability - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Patient	Complainant	Discrimination	Disability - Failure to Accommodate	Resources provided; Education for Department / Group
Health System	Patient	Staff	Complainant	Discrimination	Disability - Failure to Accommodate	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Patient	Staff	Complainant	Discrimination	Disability - Failure to Accommodate	Resources provided; Education for Department / Group
Health System	Staff	Staff	Responsible Employee	Discrimination	Disability - Failure to Accommodate	Resources provided; Complainant's request met.
Health System	Staff	Staff	Non-UCD Affiliate	Discrimination	Disability - Failure to Accommodate	Insufficient information to provide resources; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Non-UCD Affiliate	Discrimination	Disability - Failure to Accommodate	Resources provided; Insufficient information for further review
Health System	Unspecified Student	Staff	Complainant	Discrimination	Disability - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Non-UCD Affiliate, Patient	Staff	Responsible Employee	Discrimination	Disability - Failure to Accommodate; Gender Identity (Transgender) - Intimidating, Hostile, or Offensive Conduct (misgendering)	Resources provided; Insufficient information for further review
Health System	Staff	Multiple Staff	Complainant	Discrimination	Disability - Failure to Accommodate; Unequal Treatment (targeting); Retaliation (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Multiple Staff	Responsible Employee	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Health System	Staff	Multiple Staff	Complainant	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Staff	Responsible Employee	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Complainant's request met
Health System	Staff	Staff	Responsible Employee	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Health System	Staff	Staff	Unknown	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Multiple Staff	Complainant	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct (treated poorly)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Department or Campus Group	Responsible Employee	Discrimination	Disability - Unequal Treatment of an Individual or Group (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Department or Campus Group	Responsible Employee	Discrimination	Disability - Unequal Treatment of an Individual or Group (subpar care)	Insufficient information to provide resources; Preliminary review-no evidence of policy violation
Health System	Patient	Staff	Responsible Employee	Discrimination	Disability - Unequal Treatment of an Individual or Group (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Disability - Unequal Treatment of an Individual or Group (unfair reassignment)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Disability - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Multiple Staff	Complainant	Discrimination	Disability; Race (Hispanic) - Unequal Treatment (unfair pay, unfair stereotypes)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Staff	Responsible Employee	Discrimination	Disability; Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Multiple Staff	Non-UCD Affiliate	Discrimination	Gender Identity (Transgender) - Intimidating, Hostile, or Offensive Conduct (comments); Unequal Treatment of an Individual or Group (subpar care)	Resources provided; Education for Department / Group
Health System	Staff	Staff	Responsible Employee	Discrimination	Medical Condition - Unequal Treatment of an Individual or Group (access to training)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Graduate Student	Staff	Complainant	Discrimination	Medical Condition - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Health System	Former Affiliate	Department or Campus Group	Complainant	Discrimination	Medical Condition - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Former Affiliate	Staff	Responsible Employee	Discrimination	Medical Condition - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Department or Campus Group	Non-UCD Affiliate	Discrimination	Medical Condition - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Department or Campus Group, Staff	Responsible Employee	Discrimination	Medical Condition - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Multiple Staff	Complainant	Discrimination	Medical Condition - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Medical Condition - Failure to Accommodate	Insufficient information to provide resources; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Medical Condition - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Medical Condition - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Medical Condition - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Medical Condition - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Medical Condition - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Multiple Staff	Complainant	Discrimination	Medical Condition - failure to accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Unknown	Responsible Employee	Discrimination	Medical Condition - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Medical Condition - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Staff	Responsible Employee	Discrimination	Medical Condition - Intimidating, Hostile, or Offensive Conduct (comments); Race (POC) - Unequal Treatment of an Individual or Group (subpar care)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination	Medical Condition - Intimidating, Hostile, or Offensive Conduct (comments, hostility)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Patient	Staff	Responsible Employee	Discrimination	Medical Condition - Intimidating, Hostile, or Offensive Conduct (subpar care)	Resources provided; Alleged conduct not covered by Policy
Health System	Staff	Multiple Staff	Complainant	Discrimination	Medical Condition - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Naitional Origin (Philippines); Race (Filipino) - Unequal Treatment of an Individual or Group (ignoring); Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Multiple Staff	Responsible Employee	Discrimination	National Origin (Mexico) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination	National Origin (Mexico) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	National Origin (Mexico) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Patient	Complainant	Discrimination	National Origin (Philippines) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Health System	Staff	Patient	Complainant	Discrimination	National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (Comments)	Resources provided; Education for Respondent
Health System	Staff	Patient	Complainant	Discrimination	National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (Comments)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Complainant	Discrimination	National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (Comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Non-UCD Affiliate	Complainant	Discrimination	Other - Intimidating, Hostile, or Offensive Conduct (aggressive language)	Resources provided; Alleged conduct not covered by Policy
Health System	Patient	Staff	Complainant	Discrimination	Other - Unequal Treatment of an Individual or Group (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Former Affiliate	Staff	Complainant	Discrimination	Pregnancy - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Pregnancy - Failure to Accommodate	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Pregnancy - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Complainant	Discrimination	Pregnancy - Intimidating, Hostile, or Offensive Conduct (micromanagement)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Non-UCD Affiliate	Discrimination	Pregnancy - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Patient	Department or Campus Group	Complainant	Discrimination	Pregnancy - Unequal Treatment of an Individual or Group (lack of access)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Patient	Complainant	Discrimination	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Mitigating measures taken
Health System	Staff	Patient	Non-UCD Affiliate	Discrimination	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Former Affiliate	Staff	Responsible Employee	Discrimination	Race (Asian) - Intimidating, Hostile, or Offensive Conduct (micromanagement)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Asian) - Unequal Treatment of an Individual or Group (differential pay)	Resources provided; Insufficient information for further review
Health System	Staff	Multiple Staff	Complainant	Discrimination	Race (Asian) - Unequal Treatment of an Individual or Group (unfair performance management)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Unknown	Discrimination	Race (Asian) - Unequal Treatment of an Individual or Group (unfair work assignments)	Insufficient information to provide resources; Insufficient information for further review
Health System	Multiple Staff	Staff	Responsible Employee	Discrimination	Race (Asian) - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Asian, Unspecified); Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Multiple Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Multiple Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Patient	Department or Campus Group, Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Preliminary review-no evidence of policy violation
Health System	Patient	Patient	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Alleged conduct not covered by Policy
Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Mitigating measures taken
Health System	Staff	Patient	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Patient	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Mitigating measures taken
Health System	Staff	Patient	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Health System	Staff	Patient	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Mitigating measures taken
Health System	Staff	Patient	Non-UCD Affiliate	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Health System	Staff	Patient	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Health System	Staff	Patient	Non-UCD Affiliate	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Health System	Staff	Patient	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Mitigating measures taken
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Patient	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Health System	Staff	Multiple Staff	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments); Unequal Treatment of an Individual or Group (unfair performance management)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Patient	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments, threatening behavior)	Resources provided; Mitigating measures taken
Health System	Staff	Patient	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments, threatening behavior)	Resources provided; Mitigating measures taken
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (following)	Resources provided; Preliminary review-no evidence of policy violation; Education for Department / Campus Group
Health System	Staff	Staff	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (inappropriate confrontation)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (lack of support)	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Faculty	Staff	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (microaggressions)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Multiple Staff	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (microaggressions); Unequal Treatment of an Individual or Group (favoritism, differential workload)	Resources provided; Education for Department / Group
Health System	Staff	Staff	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (name calling)	Resources provided; Education for Department / Group
Health System	Patient	Department or Campus Group	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (subpar care)	Resources provided; Insufficient information for further review
Health System	Patient	Multiple Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (subpar care)	Resources provided; Insufficient information for further review
Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (subpar care)	Resources provided; Insufficient information for further review
Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (unfair stereotypes)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct (violent behavior, comments)	Resources provided; Mitigating measures taken
Health System	Staff	Multiple Staff	Complainant	Discrimination	Race (Black) - Intimidating, Hostile, or Offensive Conduct; Unequal Treatment of an Individual or Group (subpar care)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (differential expectations, exclusion)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (unfair performance management)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Graduate Student	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (comments, grading concerns)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (differential expectations)	Resources provided; Education for Department / Group
Health System	Staff	Staff	Non-UCD Affiliate	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (differential expectations); Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (differential treatment)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Complainant	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (differential treatment)	Resources provided; Education for Department / Group

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Faculty	Faculty	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (disrespectful treatment)	Resources provided; Mitigating measures taken
Health System	Patient	Multiple Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (false accusations)	Resources provided; Insufficient information for further review
Health System	Patient	Unknown	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (false accusations)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Multiple Staff	Complainant	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (false accusations)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Graduate Student	Department or Campus Group, Staff	Complainant	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (grading)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (ignored)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (profiling)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Graduate Student	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Department or Campus Group	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Department or Campus Group	Complainant	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (subpar care)	Resources provided; Education for Department / Group
Health System	Patient	Faculty	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Faculty, Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (subpar care)	Resources provided; Preliminary review-no evidence of policy violation
Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Unknown	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (targeted behavior)	Insufficient information to provide resources; Insufficient information for further review
Health System	Non-UCD Affiliate	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (unequal access)	Resources provided; Insufficient information for further review
Health System	Staff	Department or Campus Group	Complainant	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (unequal opportunities)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Unspecified Student	Faculty, Staff	Complainant	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (unfair assignments)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Academic Affairs
Health System	Staff	Department or Campus Group	Complainant	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (unfair discipline)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (unfair performance management)	Resources Provided; Preliminary review-no evidence of policy violation

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Multiple Staff	Responsible Employee	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Complaint Withdrawn
Health System	Staff	Staff	Complainant	Discrimination	Race (Black) - Unequal Treatment of an Individual or Group (change of duties)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Multiple Staff	Complainant	Discrimination	Race (Black) - Unequal Treatment of Individual or Group (unspecified)	Insufficient information to provide resources; Insufficient information for further review
Health System	Staff	Staff	Complainant	Discrimination	Race (Black), National Origin (Fiji) - Intimidating, Hostile, or Offensive Conduct (unnecessary confrontation)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Complainant	Discrimination	Race (Black); Age - Unequal Treatment of an Individual or Group (lack of support)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Staff	Non-UCD Affiliate	Discrimination	Race (Black); Disability; Gender Identity (Transgender) - Intimidating, Hostile, or Offensive Conduct (subpar care)	Resources provided; Insufficient information for further review
Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Black); Medical Condition - Unequal Treatment of an Individual or Group (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black); Sex/Gender (Female) - Unequal Treatment of an Individual or Group (differential expectations)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black); Sex/Gender (Female) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Health System	Unspecified Student	Staff	Complainant	Discrimination	Race (Black); Sex/Gender (Male); Color - Unequal Treatment of an Individual or Group (unfair scheduling)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Academic Affairs
Health System	Staff	Patient	Complainant	Discrimination	Race (Black, LatinX) - Intimidating, Hostile, or Offensive Conduct (comments, physical violence)	Resources provided; Mitigating measures taken
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Black, White, Asian, Indian, Fijian); Sexual Orientation (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Chinese) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Health System	Unknown	Faculty	Unknown	Discrimination	Race (Chinese) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Documented Discussion and Summary Letter
Health System	Patient	Department or Campus Group	Responsible Employee	Discrimination	Race (Hispanic) - Unequal Treatment of an Individual or Group (subpar care)	Resources provided; Insufficient information for further review
Health System	Multiple Staff	Staff	Complainant	Discrimination	Race (Hispanic) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Non-UCD Affiliate, Patient	Faculty	Responsible Employee	Discrimination	Race (Hispanic); Disability - Unequal Treatment of an Individual or Group (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Multiple Staff	Staff	Complainant	Discrimination	Race (Indian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Patient	Responsible Employee	Discrimination	Race (Indian) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Mitigating measures taken
Health System	Faculty	Patient	Responsible Employee	Discrimination	Race (Iranian) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Multiple Staff	Responsible Employee	Discrimination	Race (Japanese); Sex (Male); Age - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Latina) -Intimidating, Hostile, or Offensive Conduct (mocking)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination	Race (Latino) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Patient	Responsible Employee	Discrimination	Race (LatinX) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Mexican) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination	Race (Mexican) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Faculty	Department or Campus Group	Complainant	Discrimination	Race (Mexican) - Intimidating, Hostile, or Offensive Conduct (use of stereotypes)	Resources provided; Preliminary review-no evidence of policy violation
Health System	Graduate Student	Patient	Responsible Employee	Discrimination	Race (Middle Eastern) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Health System	Graduate Student	Patient	Responsible Employee	Discrimination	Race (Multi-Racial) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Preliminary review-no evidence of policy violation; Education for Department / Campus Group
Health System	Staff	Staff	Complainant	Discrimination	Race (Multi-Racial) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Native Hawaiian or Pacific Islander) - Unequal Treatment of an Individual or Group (subpar care)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (avoidance)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources provided; Alleged conduct not covered by Policy
Health System	Staff	Patient	Complainant	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Mitigating measures taken
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Multiple Staff	Complainant	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Patient	Complainant	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments, physical violence)	Resources provided; Mitigating measures taken
Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Unknown	Complainant	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Non-UCD Affiliate	Discrimination	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct; Hostile Environment (unspecified)	Resources provided; Insufficient information for further review
Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Non-UCD Affiliate	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (exclusion)	Insufficient information to provide resources; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (favoritism)	Insufficient information to provide resources; Insufficient information for further review
Health System	Multiple Staff	Department or Campus Group	Complainant	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (lack of opportunity)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (lack of support)	Resources provided; Insufficient information for further review
Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (subpar care)	Resources provided; Preliminary review-no evidence of policy violation
Health System	Staff	Department or Campus Group	Responsible Employee	Discrimination	Race (Unspecified) - Unequal Treatment of an Individual or Group (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Race (Unspecified); Marital Status - Intimidating, Hostile, or Offensive Conduct (unfair assignments)	Resources provided; Insufficient information for further review
Health System	Unknown	Staff	Unknown	Discrimination	Race (Unspecified); Religion (Mormon) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Patient	Staff	Responsible Employee	Discrimination	Race (Unspecified); Religion (Unspecified) - Unequal Treatment of an Individual or Group (subpar care)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (Vietnamese) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (White) - Unequal Treatment of an Individual or Group (exclusion); Intimidating, Hostile, or Offensive Conduct; Hostile Environment (comments)	Resources provided; Education for Respondent
Health System	Staff	Non-UCD Affiliate	Responsible Employee	Discrimination	Race (White) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Department or Campus Group	Responsible Employee	Discrimination	Race (White) - Intimidating, Hostile, or Offensive Conduct (false accusations)	Resources provided; Alleged conduct not covered by Policy
Health System	Staff	Staff	Responsible Employee	Discrimination	Race (White) - Intimidating, Hostile, or Offensive Conduct (false accusations)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Religion (Catholic); Age -Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Preliminary review-no evidence of policy violation
Health System	Patient	Department or Campus Group	Non-UCD Affiliate	Discrimination	Religion (Muslim) - Intimidating, Hostile, or Offensive Conduct (subpar care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Staff	Responsible Employee	Discrimination	Religion (Sikh) - Intimidating, Hostile, or Offensive Conduct	Resources provided; Complainant's request met.
Health System	Staff	Staff	Complainant	Discrimination	Religion (Unspecified) - Intimidating, Hostile, or Offensive Conduct (written comments)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Multiple Staff	Responsible Employee	Discrimination	Religion (Unspecified); National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Education for Respondent
Health System	Staff	Staff	Responsible Employee	Discrimination	Retaliation - Adverse Action (transfer, lack of opportunity)	Resources provided; Insufficient information for further review
Health System	Patient	Multiple Staff	Non-UCD Affiliate	Discrimination	Retaliation (subpar care)	Resources provided; Insufficient information for further review
Health System	Staff	Unknown	Non-UCD Affiliate	Discrimination	Service in the Uniformed Services - Unequal Treatment of an Individual or Group (different work expectations); Disability - Failure to Accommodate	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Sex/Gender - Intimidating, Hostile, or Offensive Conduct (comments, exclusion)	Resources provided; Documented Discussion and Summary Letter
Health System	Multiple Staff	Staff	Complainant	Discrimination	Sex/Gender (Female) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Faculty	Faculty	Responsible Employee	Discrimination	Sex/Gender (Female) - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Health System	Multiple Former Affiliates	Unknown	Complainant	Discrimination	Sex/Gender (Female) - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Sex/Gender (Female); Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments, gestures)	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Multiple Staff	Complainant	Discrimination	Sex/Gender (Female); Race (POC) - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Graduate Student	Staff	Complainant	Discrimination	Sex/Gender (Male) - Unequal Treatment of an Individual or Group (access to funding)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Non-UCD Affiliate	Discrimination	Sex/Gender (Male) - Unequal Treatment of an Individual or Group (micromanagement, lack of access)	Resources provided; Insufficient information for further review
Health System	Staff	Multiple Staff	Responsible Employee	Discrimination	Sex/Gender (Male) - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Complainant	Discrimination	Sexual Orientation (Gay) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Documented Discussion and Summary Letter
Health System	Patient	Department or Campus Group	Complainant	Discrimination	Sexual Orientation (Homosexual) - Unequal Treatment of an Individual or Group (differential care)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient, Staff	Department or Campus Group	Complainant	Discrimination	Sexual Orientation (Lesbian) - Unequal Treatment of an Individual or Group (differential care)	Insufficient information to provide resources; Alleged conduct not covered by Policy
Health System	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources provided; Alleged conduct not covered by Policy
Health System	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (comments); Retaliation (manipulation of leave, transfer)	Resources provided; Insufficient information for further review
Health System	Non-UCD Affiliate	Department or Campus Group	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (nonadmittance)	Insufficient information to provide resources; Insufficient information for further review
Health System	Multiple Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Multiple Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Alleged conduct not covered by Policy
Health System	Staff	Staff	Complainant	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Non-UCD Affiliate	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Non-UCD Affiliate	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Unknown	Complainant	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Unknown	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Alleged conduct not covered by Policy
Health System	Staff	Unknown	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Alleged conduct not covered by Policy
Health System	Staff	Unknown	Non-UCD Affiliate	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Complainant	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Unknown	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Intimidating, Hostile, or Offensive Conduct (workplace violence)	Resources provided; Alleged conduct not covered by Policy
Health System	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Staff	Responsible Employee	Discrimination	Unspecified - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Health System	Staff	Unknown	Responsible Employee	Discrimination	Unspecified - Unequal Treatment of an Individual or Group (unspecified)	Resources provided; Insufficient information for further review
Health System	Unknown	Staff	Complainant	Discrimination, Hate and Bias, Sexual Harassment	Race (Unspecified); Gender Identity (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Insufficient information for further review
Health System	Staff	Multiple Staff	Responsible Employee	Discrimination, Sexual Harassment	Disability; Sex/Gender (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Multiple Staff	Former Affiliate, Staff	Complainant	Discrimination, Sexual Harassment	Hostile Environment (comments); Gender Identity (Nonbinary) - Adverse Action (unfair corrective action)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination, Sexual Harassment	National Origin (Mexico) - Intimidating, Hostile, or Offensive Conduct (comments); Hostile Environment (unwanted touching, gestures)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Discrimination, Sexual Harassment	National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Multiple Staff	Faculty	Unknown	Discrimination, Sexual Harassment	National Origin (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments); Sex (Female) - Unequal Treatment of an Individual or Group (schedule)	Resources provided; Complainant's request met
Health System	Staff	Patient	Complainant	Discrimination, Sexual Harassment	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments); Hostile Environment (comments)	Resources provided; Mitigating measures taken
Health System	Staff	Patient	Complainant	Discrimination, Sexual Harassment	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct; Hostile Environment (comments)	Resources provided; Education for Respondent
Health System	Graduate Student, Unspecified Student	Unknown	Responsible Employee	Discrimination, Sexual Harassment	Race (White) - Intimidating, Hostile, or Offensive Conduct; Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Discrimination, Sexual Harassment	Sex/Gender (Male) - Intimidating, Hostile, or Offensive Conduct (aggressive behavior); Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Multiple Staff	Responsible Employee	Discrimination, Sexual Harassment	Sex/Gender (Male) - Unequal Treatment of an Individual or Group (relocation); Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Complainant	Discrimination, Sexual Harassment	Race (White) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Patient	Complainant	Discrimination, Sexual Violence or Other Prohibited Behavior	National Origin (China) - Intimidating, Hostile, or Offensive Conduct (comments); Indecent Exposure	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Graduate Student	Faculty	Complainant	Hate and Bias	Disability - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Multiple Staff	Complainant	Hate and Bias	Medical Condition - Unequal Treatment of an Individual or Group (lack of opportunities)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Hate and Bias	Other - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Staff	Complainant	Hate and Bias	Race (Black) - Intimidating, Hostile, or Offensive Conduct (aggressive behavior)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Hate and Bias	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Unknown	Hate and Bias	Race (Black) - Intimidating, Hostile, or Offensive Conduct (comments)	Insufficient information to provide resources; Documented Discussion and Summary Letter
Health System	Staff	Multiple Staff	Complainant	Hate and Bias	Race (Black) - Unequal Treatment of an Individual or Group (lack of training, exclusion)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Unknown	Faculty, Unknown	Unknown	Hate and Bias	Race (Non-White); National Origin (Unspecified) - Unequal Treatment of an Individual or Group (differential expectations)	Insufficient information to provide resources; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Hate and Bias	Race (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Complainant	Hate and Bias	Religion (Catholic) - Unequal Treatment of an Individual or Group (lack of recognition)	Insufficient information to provide resources; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Hate and Bias	Religion (Catholic); Age -Intimidating, Hostile, or Offensive Conduct	Resources provided; Preliminary review-no evidence of policy violation

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Staff	Responsible Employee	Hate and Bias	Religion (Unspecified) - Intimidating, Hostile, or Offensive Conduct (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Complainant	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (bullying)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Staff	Responsible Employee	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (lack of opportunity)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Unknown	Responsible Employee	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources provided; Insufficient information for further review
Health System	Unknown	Staff	Unknown	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Insufficient information to provide resources; Alleged conduct not covered by Policy
Health System	Unknown	Staff	Unknown	Other	Other - Intimidating, Hostile, or Offensive Conduct (rants)	Insufficient information to provide resources; Alleged conduct not covered by Policy
Health System	Staff	Staff	Complainant	Other	Other - Intimidating, Hostile, or Offensive Conduct (unspecified)	Resources Provided; Alleged conduct not covered by Policy
Health System	Patient	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (deadnaming)	Resources provided; Documented Discussion and Summary Letter
Health System	Department or Campus Group	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Mitigating measures taken
Health System	Faculty	Faculty	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Academic Affairs
Health System	Former Affiliate	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Graduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Multiple Graduate Students	Graduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Education for Respondent
Health System	Multiple Staff	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Education for Respondent
Health System	Multiple Staff	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Multiple Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Multiple Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Patient	Department or Campus Group	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Education for Department / Group

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Patient	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Patient	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Multiple Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Multiple Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Non-UCD Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Education for Respondent
Health System	Staff	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Insufficient information to provide resources; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Patient	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Education for Respondent
Health System	Staff	Patient	Non-UCD Affiliate	Sexual Harassment	Hostile Environment (comments)	Resources provided; Education for Respondent
Health System	Staff	Patient	Non-UCD Affiliate	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Insufficient information to provide resources; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Education for Department / Group
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Non-UCD Affiliate	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Unknown	Sexual Harassment	Hostile Environment (comments)	Formal Investigation
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Staff	Non-UCD Affiliate	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Undergraduate Student	Faculty	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Education for Department / Group
Health System	Unknown	Patient	Complainant	Sexual Harassment	Hostile Environment (comments)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments); Retaliation (exclusion)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (comments, unwanted attention)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (inappropriate behavior)	Insufficient information to provide resources; Insufficient information for further review
Health System	Patient	Staff	Complainant	Sexual Harassment	Hostile Environment (misgendering)	Resources provided; Education for Respondent
Health System	Patient	Staff	Complainant	Sexual Harassment	Hostile Environment (misgendering)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (misgendering)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (sexual images)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (sexual images)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (sexualized conduct)	Resources provided; Education for Respondent
Health System	Staff	Patient	Non-UCD Affiliate	Sexual Harassment	Hostile Environment (sexualized conduct)	Resources provided; Education for Respondent

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (sexualized conduct)	Resources provided; Education for Respondent
Health System	Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (sexualized conduct)	Resources provided; Insufficient information for further review
Health System	Unknown	Staff	Non-UCD Affiliate	Sexual Harassment	Hostile Environment (sexualized conduct)	Insufficient information to provide resources; Respondent not or no longer affiliated with UC Davis
Health System	Multiple Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (staring)	Resources provided; Documented Discussion and Summary Letter
Health System	Patient	Department or Campus Group	Responsible Employee	Sexual Harassment	Hostile Environment (subpar care due to gender identity)	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Patient	Faculty	Responsible Employee	Sexual Harassment	Hostile Environment (unfair treatment due to sex)	Resources provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (unfair treatment due to sex)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unspecified)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Patient	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted advances)	Insufficient information to provide resources; Respondent not or no longer affiliated with UC Davis
Health System	Graduate Student	Unknown	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted advances, comments)	Resources provided; Insufficient information for further review
Health System	Faculty, Staff	Faculty	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted attention)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Multiple Staff	Non-UCD Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted attention)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Multiple Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted attention)	Resources provided; Insufficient information for further review
Health System	Patient	Staff	Unknown	Sexual Harassment	Hostile Environment (unwanted attention)	Resources provided; Documented Discussion and Summary Letter
Health System	Patient	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted attention)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (unwanted attention)	Resources provided; Education for Respondent
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted attention)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted attention)	Resources provided; Insufficient information for further review
Health System	Unspecified Student	Graduate Student	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted attention, comments)	Insufficient information to provide resources; Documented Discussion and Summary Letter

## Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted contact)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (unwanted contact)	Resources Provided; Alleged conduct not covered by Policy
Health System	Multiple Staff	Patient	Complainant	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Insufficient information for further review
Health System	Patient	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Insufficient information for further review
Health System	Staff	Non-UCD Affiliate	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching)	Resources provided; Documented Discussion and Summary Letter
Health System	Former Affiliate, Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Graduate Student	Faculty	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Multiple Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Multiple Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Education for Department / Group
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Documented Discussion and Summary Letter

## Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Staff	Complainant	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment (unwanted touching, comments)	Resources provided; Education for Respondent
Health System	Non-UCD Affiliate	Staff	Responsible Employee	Sexual Harassment	Unspecified	Insufficient information to provide resources; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Unspecified inappropriate conduct	Resources provided; Letter of Warning issued
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Unspecified inappropriate conduct	Resources provided; Letter of Warning issued
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Unspecified inappropriate conduct	Resources provided; Letter of Warning issued
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Unspecified inappropriate conduct	Resources provided; Letter of Warning issued
Health System	Staff	Patient	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (comments); Indecent Exposure	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (comments); Indecent Exposure	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (comments); Indecent Exposure	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (comments); Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (comments); Stalking	Resources provided; Insufficient information for further review
Health System	Staff	Unspecified Student	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (comments); Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (contact); Stalking	Resources provided; Insufficient information for further review
Health System	Multiple Staff	Staff	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted touching); Sexual Assault - Contact	Resources provided; Documented Discussion and Summary Letter
Health System	Staff	Patient	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted touching); Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted touching); Sexual Assault - Contact	Resources provided; Insufficient information for further review
Health System	Staff	Staff	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted touching); Sexual Assault - Contact	Resources provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment (unwanted touching); Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Staff	Staff	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Unspecified, Stalking	Resources provided; Complainant's request met
Health System	Non-UCD Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Indecent Exposure	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Indecent Exposure	Resources provided; Alleged conduct not covered by Policy
Health System	Staff	Patient	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Indecent Exposure; Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Former Affiliate	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Graduate Student	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Health System	Graduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Insufficient information for further review
Health System	Non-UCD Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Non-UCD Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Non-UCD Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Non-UCD Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Non-UCD Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Insufficient information to provide resources; Respondent not or no longer affiliated with UC Davis
Health System	Non-UCD Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources Provided; Preliminary review-no evidence of policy violation
Health System	Staff	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Staff	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Staff	Complainant	Sexual Violence or Other Prohibited Behavior	Retaliation (unfair assignments)	Resources provided; Preliminary review-no evidence of policy violation; Referred to Employee and Labor Relations
Health System	Patient	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Insufficient information to provide resources; Insufficient information for further review
Health System	Patient	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Insufficient information for further review

# Appendix 1: 2022-23 SVSH and other discrimination and harassment reports resolved via informal resolution

Health System	Patient	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Insufficient information for further review
Health System	Staff	Non-UCD Affiliate	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Insufficient information for further review
Health System	Staff	Patient	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Patient	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Resources provided; Insufficient information for further review
Health System	Non-UCD Affiliate	Non-UCD Affiliate	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact; Sexual Assault - Penetration	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Unknown	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Insufficient information to provide resources; Insufficient information for further review
Health System	Graduate Student	Unknown	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Resources provided; Insufficient information for further review
Health System	Unknown	Staff	Unknown	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Insufficient information to provide resources; Insufficient information for further review
Health System	Non-UCD Affiliate	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Education for Respondent
Health System	Patient	Staff	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Health System	Staff	Non-UCD Affiliate	Complainant	Sexual Violence or Other Prohibited Behavior	Stalking	Resources provided; Respondent not or no longer affiliated with UC Davis
Unknown	Non-UCD Affiliate	Unknown	Responsible Employee	Discrimination	Religion (Jewish) - Intimidating, Hostile, or Offensive Conduct (graffiti)	Insufficient information to provide resources; Respondent not or no longer affiliated with UC Davis
Unknown	Non-UCD Affiliate	Non-UCD Affiliate	Non-UCD Affiliate	Hate and Bias	Unspecified - Intimidating, Hostile, or Offensive Conduct (unspecified)	Insufficient information to provide resources; Insufficient information for further review

## Appendix 2: 2022-23 SVSH and other discrimination and harassment reports resolved via formal investigation

Location of Incident	Complainant Affiliation	Respondent Affiliation	Report Source	Complaint Category	Complaint Specific	Investigations Findings Summary	Final Outcome
Davis	Staff	Faculty, Staff	Complainant	Discrimination	Gender Expression - Intimidating, Hostile, or Offensive Conduct; Retaliation; Gender Identity - Intimidating, Hostile, or Offensive Conduct; Retaliation	No violation of policy	Case Closed. No sanction or corrective action issued to Respondent.
Davis	Former Affiliate, Staff	Staff	Complainant	Discrimination	Race (Asian); Disability -Intimidating, Hostile, or Offensive Conduct; Hostile Environment	Violation of Discrimination and Harassment Policy	Respondent was assigned additional education and transferred to a different Department.
Davis	Multiple Graduate Students	Staff	Responsible Employee	Sexual Harassment	Hostile Environment - advances, comments, touching	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was issued a one quarter employment suspension without pay.
Davis	Multiple Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment - comments	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was terminated from employment
Davis	Undergraduate Student	Staff	Responsible Employee	Sexual Harassment	Hostile Environment - comments	No violation of policy	Case Closed. No sanction or corrective action issued to Respondent.
Davis	Undergraduate Student	Staff	Responsible Employee	Sexual Harassment	Hostile Environment - comments	Violation of Sexual Violence and Sexual Harassment Policy	Respondent resigned from employment prior to assignment of discipline.
Davis	Multiple Graduate Students	Staff	Responsible Employee	Sexual Harassment	Hostile Environment - comments, touching, Sexual Assault - Contact	n/a	Investigation was administratively closed prior to completion.
Davis	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment - starting, contact	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was issued 5-day Employment Suspension without pay.
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment - comments, attention; Stalking	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was issued Academic Dismissal
Davis	Undergraduate Student	Graduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment - comments, contact; Stalking	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was issued 1-year Academic Suspension.
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment - comments, touching; Sexual Assault - Contact	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was issued 1-year Academic Suspension and additional education.
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment - comments; Sexual Assault - Contact; Sexual Assault - Penetration	No violation of policy	Case Closed. No sanction or corrective action issued to Respondent.
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment; Sexual Violence or Other Prohibited Behavior	Hostile Environment - touching, Invasion of Sexual Privacy	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was issued Academic Dismissal
Davis	Undergraduate Student	Graduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was issued 2-year Academic Suspension and additional education.

## Appendix 2: 2022-23 SVSH and other discrimination and harassment reports resolved via formal investigation

Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was issued 1 year Academic Suspension, referral to Alcohol, Tobacco, and Other Drug Intervention Services, and additional education.
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact, Stalking	n/a	Investigation was administratively closed prior to completion.
Davis	Undergraduate Student	Undergraduate Student	UCD Non-Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact; Sexual Assault - Penetration	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was issued Academic Dismissal.
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact; Sexual Assault - Penetration	No violation of policy	Case Closed. No sanction or corrective action issued to Respondent.
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact; Sexual Assault - Penetration	No violation of policy	Case Closed. No sanction or corrective action issued to Respondent.
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact; Sexual Assault - Penetration	No violation of policy	Case Closed. No sanction or corrective action issued to Respondent.
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact; Sexual Intercourse with a Minor	No violation of policy	Case Closed. No sanction or corrective action issued to Respondent.
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	n/a	Investigation was administratively closed prior to completion.
Davis	Undergraduate Student	Undergraduate Student	Non-UCD Affiliate	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	n/a	Investigation was administratively closed prior to completion.
Davis	Graduate Student	Graduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Stalking	No violation of policy	Case Closed. No sanction or corrective action issued to Respondent.
Davis	Graduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Stalking	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was issued Academic Dismissal.
Health System	Staff	Staff	Responsible Employee	Discrimination	Disability - Intimidating, Hostile, or Offensive Conduct; Race (Black) - Intimidating, Hostile, or Offensive Conduct	No violation of policy	Case Closed. No sanction or corrective action issued to Respondent.
Health System	Multiple Staff	Staff	Responsible Employee	Discrimination	Race (unspecified) - Intimidating, Hostile, or Offensive Conduct	Violation of Discrimination and Harassment Policy	Respondent was terminated from employment
Health System	Staff	Staff	Responsible Employee	Discrimination	Sex/Gender (Female) - Unequal Treatment of an Individual or Group	No violation of policy	Case Closed. No sanction or corrective action issued to Respondent.
Health System	Non-UCD Affiliate	Staff	Responsible Employee	Sexual Harassment	Hostile Environment - comments, touching	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was terminated from employment
Health System	Multiple Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment - contact	Violation of Sexual Violence and Sexual Harassment Policy	Respondent resigned from employment prior to assignment of discipline.

# Appendix 2: 2022-23 SVSH and other discrimination and harassment reports resolved via formal investigation

Health System	Multiple Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment - touching, comments	Violation of Sexual Violence and Sexual Harassment Policy	Respondent resigned from employment prior to assignment of discipline.
Health System	Staff	Staff	Responsible Employee	Sexual Harassment	Hostile Environment - touching, comments	No violation of policy	Case Closed. No sanction or corrective action issued to Respondent.
Health System	Non-UCD Affiliate	Staff	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment - comments, touching, Quid Pro Quo, Sexual Assault - Contact	Violation of Sexual Violence and Sexual Harassment Policy	Respondent resigned from employment prior to completion of investigation.
Health System	Staff	Staff	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment - comments, touching; Retaliation	Violation of Sexual Violence and Sexual Harassment Policy	Respondent was terminated from employment

## Appendix 3: 2022-23 SVSH and other discrimination and harassment reports resolved via alternative resolution

Location of Incident	Complainant Affiliation	Respondent Affiliation	Report Source	Complaint Category	Complaint Specific	Resolution Summary
Davis	Department or Campus Group	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment - attention	Alternative Resolution
Davis	Multiple Undergraduate Students	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment - attention	Alternative Resolution
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Harassment	Hostile Environment - attention	Alternative Resolution
Davis	Graduate Student	Graduate Student	Responsible Employee	Sexual Harassment	Hostile Environment - comments, staring	Alternative Resolution
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment - contact	Alternative Resolution
Davis	Department or Campus Group	Undergraduate Student	Responsible Employee	Sexual Harassment	Hostile Environment - sexualized conduct	Alternative Resolution
Davis	Staff	Undergraduate Student	Complainant	Sexual Harassment	Hostile Environment - touching, comments	Alternative Resolution
Davis	Graduate Student	Graduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Relationship Violence, Sexual Assault - Contact, Sexual Assault - Penetration, Sexual Exploitation	Alternative Resolution
Davis	Undergraduate Student	Staff	Complainant	Sexual Violence or Other Prohibited Behavior	Relationship Violence, Stalking	Alternative Resolution
Davis	Graduate Student	Graduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Relationship Violence; Sexual Assault - Penetration	Alternative Resolution
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Contact	Alternative Resolution
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Alternative Resolution
Davis	Undergraduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Penetration	Alternative Resolution
Davis	Undergraduate Student	Undergraduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Assault - Unspecified	Alternative Resolution
Davis	Multiple Graduate Students	Graduate Student	Responsible Employee	Sexual Violence or Other Prohibited Behavior	Sexual Exploitation	Alternative Resolution
Davis	Graduate Student	Undergraduate Student	Complainant	Sexual Violence or Other Prohibited Behavior	Stalking	Alternative Resolution
Health System	Graduate Student	Graduate Student	Responsible Employee	Sexual Harassment, Sexual Violence or Other Prohibited Behavior	Hostile Environment - comments, touching, Sexual Assault - Contact	Alternative Resolution

# Appendix 4: 2022-23 Administrative Agency Complaints

2021-22 Administrative Agency complaints

Complainant	Respondent	Agency	Allegations	Findings
Staff	University	CRD	Denied hire or promotion based on age	Pending
Staff	University	EEOC	Issued a Letter of Warning and Suspension based on race, gender, and	Pending
Staff	University	CRD	Suspended, asked impermissible job questions based on retaliation	Pending
Staff	University	CRD	Denied equal pay based on sex/ gender	Pending
Staff	University	CRD	Denied reasonable accommodation based on disability	Pending
Staff	University	EEOC	Terminated on the basis of color, race, and retaliation	Pending
Staff	University	CRD	Reprimanded, terminated as a result of filing a concern related to confronting a manager on their disparaging comments relative to another	Case was settled
Staff	University	CRD	Denied reasonable accommodation, reprimanded, terminated based on	Pending
Staff	University	OCR	Denied reasonable accommodation based on disability and veteran status	Pending
Staff	ANR	EEOC	Denied exemption from the vaccine policy and dismissed as a result of not abiding by the policy based on religion	Pending
Staff	University	CRD	Denied reasonable accommodation, subject to verbal harassment based on	Pending
Staff	University	EEOC	Medically Separated based on disability and retaliation	Pending
Staff	University	EEOC	Harassment based on race and	Immediate RTS issued
Staff	University	EEOC	Denied reasonable accommodation, forced to retire after being issued a termination notice based on disability	Dismissed due to insufficient evidence
Staff	University	CRD	Denied promotion based on age, ancestry, race	Dismissed due to insufficient evidence
Staff	University	CRD	Subject to harassment, forced to retire based on age, gender, and disability	Immediate RTS issued
Staff	University	CRD	Denied a reasonable accommodation for her disability, subjected to discrimination on the basis of her disability, subjected to retaliation because she requested a reasonable accommodation, reprimanded and	CRD waived case to EEOC
Staff	University	EEOC	Medically Separated based on disability and retaliation	Dismissed due to insufficient evidence
Staff	University	EEOC	Medically Separated based on disability and retaliation	Dismissed due to insufficient evidence
Staff	University	EEOC	Laid off due to sex/gender and retaliation	Dismissed due to insufficient evidence
Staff	University	EEOC	Subject to differential treatment due to age and race	Pending
Staff	University	CRD	Denied reasonable accommodation due to disability	Dismissed due to insufficient evidence