

Civil Rights Resources Guide – UC Agriculture and Natural Resources

UC Office of the President/Systemwide Title IX Office

Website: <https://www.ucop.edu/title-ix/index.html>

The Systemwide Title IX office (STIXO) provides direction and support for the Title IX offices at the university's 10 campuses and the Lawrence Berkeley National Laboratory (LBNL), as well as the Office of the President. We assist in implementing systemwide initiatives and best practices in harassment prevention and response. STIXO also provides investigative support and develops and delivers education and training to Title IX offices and other university partners involved in preventing and responding to sexual harassment and sexual violence. Title IX protects all persons in the U.S. This includes International students and Undocumented students.

Systemwide Title IX Officer:

Catherine Spear, Interim Director
Catherine.Spear@ucop.edu

UC Agriculture and Natural Resources Office of Affirmative Action & Equal Employment Opportunity

Website: https://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/

The UC ANR Office of Affirmative Action & Equal Employment Opportunity is responsible for ensuring that the University complies with federal, state, and local laws pertaining to equal opportunity, affirmative action, nondiscrimination and harassment.

The responsibilities of this office include preparing and monitoring the University's Affirmative Action Plan in accordance with federal and state laws, providing training and workshops on equal opportunity, nondiscrimination and sexual harassment, monitoring the employment process to ensure compliance with employment laws and hiring procedures, and investigating and resolving discrimination and harassment complaints in partnership with the UC Davis Harassment & Discrimination Assistance and Prevention Program Office.

UC ANR Interim Affirmative Action Compliance Officer:

Tina Jordan, Academic Human Resources Director
(530) 750-1280 / tljordan@ucanr.edu

UC ANR Title IX Coordinator:

Wendi Delmendo, **Harassment & Discrimination Assistance and Prevention Program (HDAPP)**
wjdelmendo@ucdavis.edu / (530) 747-3864 (Davis) or (916) 734-3417 (Sacramento)

David White, Affirmative Action Analyst

(530) 750-1286 / dewwhite@ucanr.edu

UC ANR Office of Workplace Belonging & Inclusion

Website: https://ucanr.edu/sites/Workplace_Inclusion_Belonging/

Workplace Inclusion & Belonging (WIB) partners across UC ANR to foster a respectful, valued and inclusive environment. Together, we address culture with an equity lens, developing initiatives, policies and training to build a truly diverse and inclusive community in support of UC ANR's mission.

Elizabeth Moon, Director of Workplace Inclusion and Belonging
(530) 883-1174 / emoon@ucanr.edu

UC Davis Harassment & Discrimination Program (also serves UC ANR)

Website: <https://hdapp.ucdavis.edu/>

The Harassment & Discrimination Assistance and Prevention Program (**HDAPP**) at UC Davis supports the University's commitment to a harassment and discrimination-free work and learning environments for all members of the UC Davis, UC Davis Health, and University of California Agriculture and Natural Resources (ANR) campuses by:

- preventing harassment and discrimination from occurring at UC Davis, UC Davis Health, and UC ANR by educating the campus communities about the issues.
- assisting individuals and campus units to resolve conflicts and complaints related to harassment, discrimination, sexual harassment, sexual violence and hate and bias.
- serving as the central office for receiving reports and maintaining records of these types of complaints.

Title IX Coordinator:

Wendi Delmendo

wjdelmendo@ucdavis.edu

Harassment & Discrimination Assistance and Prevention Program (HDAPP)

(530) 747-3864 (Davis) or (916) 734-3417 (Sacramento)

Anonymous Line: (530) 747-3865 (Davis) or (916) 734-3417 (Sacramento)

hdapp@ucdavis.edu

- [**University of California Anti-Discrimination Policy**](#)
- [**Discrimination, Sexual Violence & Sexual Harassment**](#)
- [**University of California Sexual Violence and Sexual Harassment Policy**](#)
- [**HDAPP Overview and Reporting Instructions**](#)

UC Davis Compliance & Policy

Website: <https://compliance.ucdavis.edu/title-ix>

UC Davis strives to create and maintain a community where all individuals who participate in university programs and activities can work and learn together in an atmosphere free of harassment and discrimination. The University prohibits:

- discrimination based on sex, gender expression, gender identity, and pregnancy;
- sexual violence, including sexual assault, dating or domestic violence and stalking; and
- sexual harassment.

Title IX Officer

Wendi Delmendo

Mrak Hall

One Shields Avenue

Davis, CA 95616

(530) 752-9466

compliance@ucdavis.edu

UC Berkeley Office for the Prevention of Harassment & Discrimination

Website: <https://ophd.berkeley.edu/>

The [Office for the Prevention of Harassment and Discrimination \(OPHD\)](#) is the campus Title IX Office. OPHD contributes to creating a culture of respect by overseeing campus compliance with policies that prohibit discrimination and harassment for students, faculty, and staff, including those based on sex, gender, sexual orientation, race, disability, religion, and other protected categories. OPHD does this by receiving reports of harassment and discrimination, providing support to those harmed, and resolving matters either formally or informally. OPHD also partners with campus departments to conduct educational workshops and consultations for UC Berkeley communities.

Report discrimination and harassment

You are welcome to make a report, including of **sexual violence and sexual harassment (SVSH)** and/or **discrimination and harassment on the basis of a protected category**, to OPHD in any of the following ways:

- Webform: [https://uctitleix.i-sight.com/portal/Berkeley\(link is external\)](https://uctitleix.i-sight.com/portal/Berkeley(link is external))
- Email: [ask_ophd@berkeley.edu\(link sends e-mail\)](mailto:ask_ophd@berkeley.edu(link sends e-mail))
- Phone: (510) 643-7985 ([711 the California Relay](#))(link is external)

You may also make a report to the [UC Whistleblower Hotline](#)(link is external).

**Please know that we are not crisis responders and do not provide emergency services. If you are experiencing an emergency or wish to report a crime, please contact UCPD or the appropriate law enforcement agency.

UC Berkeley Police Department (UCPD)

- Emergency direct from a cell phone on or near campus: (510) 642-3333

Title IX Officer:

Kellie Brennan, Assistant Vice Chancellor of Civil Rights
kelliebrennan@berkeley.edu

UC Riverside Office of Civil Rights

Website: <https://titleix.ucr.edu/>

UCR's Office of Civil Rights (formerly the Office of Title IX, Equal Opportunity & Affirmative Action), as part of its mission to promote equity and create a working, living and learning climate free from discrimination and harassment, enforces UC anti-discrimination policies. The two most important policies are the [UC Policy on Sexual Violence and Sexual Harassment](#), which we call the SVSH Policy, and the [UC's Anti-Discrimination Policy](#). This website focuses on the SVSH Policy. For information on the Anti-Discrimination Policy, which covers sex-based discrimination (and other types of discrimination and harassment, such as racial), please visit our [main office website](#).

Title IX Officer:

Holly Hare, Assistant Vice Chancellor and Title IX Officer
titleix@ucr.edu

Nondiscrimination Statements

As a recipient of federal funds, UC must post the full nondiscrimination statement on all public-facing print and non-print materials, including websites, brochures, videos, publications, and in presentations for programs, trainings, etc. If the material is too short to include the full nondiscrimination statement, the short statement may be included, or the simple statement "This institution is an equal opportunity employer."

View UC nondiscrimination statements here:

https://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/Resources/Policy-related_downloads/

See further guidance from USDA NIFA on use of nondiscrimination statements here:

<https://www.nifa.usda.gov/equal-opportunity-civil-rights/office-equal-opportunity-civil-rights-faqs>

UC Presidential Policy on Abusive Conduct in the Workplace

[The Presidential Policy on Abusive Conduct in the Workplace](#) prohibits abusive conduct and retaliation by and against members of the University community in the workplace. The Policy also prohibits retaliation against any person who, in good faith, reports abusive conduct, assists someone with a report of abusive conduct, or participates in an investigation or other process under the Policy. The University will respond to reports of Abusive Conduct in accordance with

timelines set forth in this policy, and will take appropriate action to stop, prevent, correct, and discipline behavior that violates this policy.

UC ANR Employee and Labor Relations will intake complaints of abusive conduct through the following email: anr_abusive_conduct@ucdavis.edu. For additional information on the UC ANR Abusive Conduct procedures and common examples of what is considered abusive conduct, please review the [UC ANR Abusive Conduct](#) page.

In addition, for confidential support if abusive conduct has been experienced, the following offices are good places to start:

- **[Ombuds Office](#)** – The Ombuds Office is a confidential, independent, impartial and informal problem-solving and conflict management resource for all members of the UC Davis, UC Davis Health and UC ANR communities.
- **[Academic and Staff Assistance Program \(ASAP\)](#)** - The Academic and Staff Assistance Program offers confidential, cost-free assessment, intervention, consultation and referral services to all UC ANR employees and their immediate families.
- **[Center for Advocacy, Resources & Education \(CARE\)](#)** – If you or someone close to you has experienced sexual harassment or any form of sexual violence, CARE advocates are able to provide confidential help with processing emotions, going over reporting options, resource referral and more.
- **[Confidential Whistleblower Reports and Complaints](#)** – UC ANR provides several straightforward and uncomplicated ways by which UC ANR employees can anonymously and confidentially communicate issues, concerns and questions regarding activities that appears to be unethical, illegal or threatens anyone’s health or safety of UC employees.

For additional information, please contact Ian Smith at ljsmith@ucanr.edu or anr-abusive-conduct@ucanr.edu. View the full text of the [Presidential Policy on Abusive Conduct in the Workplace](#), including the Frequently Asked Questions, available on the UCOP website.

UC Agriculture and Natural Resources Principles of Community

Website: https://ucanr.edu/sites/ucanr/About_ANR/Principles_of_Community/

The following principles of community should guide the behavior and interactions of all members of the UC ANR community:

Communication - We use respectful language to cultivate trust, foster understanding and create a community where all feel valued and empowered to contribute.

Openness - We foster openness through clear communication and a willingness to embrace diverse perspectives, ideas and feedback.

Mutual Respect - We empower our community to bring their authentic selves and unique contributions to ANR by centering respect in all actions and interactions.

Member Investment - We actively invest available resources, time and effort to support the growth, development and well-being of our community members.

United in Purpose - We pursue excellence in our research and extension and all aspects of our work – united by a shared commitment to our mission, vision and goals.

Network of Safety - We strive to create healthy trusting environments across all ANR locations, so all members are safe in their professional community and can securely use digital resources and communication platforms.

Integrity - We establish and implement ethical principles, while acting with honesty, consistency and equity to create a supportive trusting environment for all.

Transparency - We openly share information, processes and decisions to foster workplace trust and ensure clarity of communication.

You are Important - We recognize that every person at UC ANR is integral to our work, shaping and guiding how we partner with and improve lives within every community across California.

Federal Civil Rights Laws, Authorities, and Regulations

- [Age Discrimination Act of 1975](#)
- [Age Discrimination in Employment Act of 1967](#)
- [Americans with Disabilities Amendments Act of 2008](#)
- [Americans with Disabilities Act of 1990, Title I and V](#)
- [Civil Rights Act of 1964 Title VI](#)
- [Civil Rights Act of 1964 Title VII](#)
- [Civil Rights Act of 1991](#)
- [Rehabilitation Act of 1973](#)
- [Title IX, Education Amendments of 1972](#)
- [USDA Office of the Assistant Secretary for Civil Rights - Departmental Directives and Regulations](#)
- [USDA DR 4330-002: Nondiscrimination in Programs and Activities Receiving Federal Financial Assistance from USDA](#)

Federal Civil Rights Policy Statements

- [USDA Civil Rights Policy Statements](#)

Federal Civil Rights Agencies

- [U.S. Equal Employment Opportunity Commission](#)
- [USDA Office of the Assistant Secretary for Civil Rights](#)

- [USDA Office of Outreach, Diversity, and Equal Opportunity](#)

USDA NIFA Compliance Program Overview and FAQs

- <https://www.nifa.usda.gov/equal-opportunity-civil-rights/civil-rights-compliance-program>
- <https://www.nifa.usda.gov/equal-opportunity-civil-rights/office-equal-opportunity-civil-rights-faqs>