

GRADUATE STUDENTS' DEMANDS FOR REFORM OF UCB SEXUAL HARASSMENT POLICY AND PROCESS

(1) UC Berkeley must hold accountable the perpetrators of sexual harassment on campus with consistent and proportional penalties.

(a) There should be a zero tolerance policy for sexual harassments regardless of the faculty member's tenure status. In its current system, U.C. Berkeley tenure process upholds a protectionist culture for tenured and tenured-track faculties in order to protect their career or reputation, while leaving student complainants vulnerable to unwanted sexual conduct or inappropriate comments.

(b) Dr. Wentworth's employment with U.C. Berkeley must be immediately terminated.

(2) Any professor or staff with repeated sexual harassment complaints should not be allowed to continue working on campus.

(3) There should be expeditious, transparent, consistent procedures for investigating complaints and holding harassers accountable.

(a) OPHD needs to clearly explain to complainants the process for investigation, accountability, and resolution, including a clear and expeditious timeline of the process. Complainants should also be advised on the consequences of each step.

(b) OPHD should inform complainants of their legal rights, including deadlines to take legal action with administrative agencies, including California Department of Fair Employment and Housing, or with the courts.

(c) The complainant should be able to choose to have their interview with OPHD recorded, and OPHD should provide the complainant with a draft copy of their complaint to approve before further action is taken.

(d) Confidentiality policies should not be used to shield repeat sexual harassers from accountability.

(4) U.C. Berkeley should support students, provide for representation, and form a Peer Advocacy Organization for students who have endured misconduct and who are considering filing a grievance through OPHD.

(a) Advocates could help complainants navigate through the complaint process, as well as provide emotional support.

(b) Students could request for peer advocates and/or support person, of their choosing, to be present with them at any interview by the OPHD staff, ad hoc committees or law enforcement.

(5) Graduate Student Instructors should not be mandated reporters of sexual harassment and assault.

This reporting mandate places the onus on student, some of whom are survivors of sexual harassment/sexual assault and have endured trauma. This violates survivor's rights to bodily autonomy and self-determination similar to sexually motivated and gendered violence by taking away their ability to choose whether and when to report.

(6) A cultural shift is needed to recognize and avoid the perpetuation of male dominated spaces.

U.C. Berkeley should provide undergraduate students and graduate student instructors with expertise and resources to play meaningful roles in developing a comprehensive popular educational program for all students on sexual harassment/ sexual assault, which focuses on increasing their awareness of the varying behaviors and signs of sexual harassment.