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**THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
CHANCELLORS**

The recent internal investigation that substantiated charges against a tenured Berkeley faculty member for repeatedly sexually harassing students has highlighted the urgent need to review University policies that may have inadvertently made the investigation and resolution of this case more difficult.

As you know, over the past year, the President's Task Force on Preventing and Responding to Sexual Violence and Sexual Assault has been devoted to strengthening and improving the University of California's prevention of and response to sexual misconduct. Through the Task Force's work, the University has implemented a comprehensive education and training plan, established an independent, confidential advocacy office for sexual misconduct on each campus, created a consistent response team model on each campus, and developed a communication strategy to raise awareness of the services available to students, faculty, and staff.

Initially, the Task Force focused on developing a systemwide framework for the investigation, adjudication, and sanctioning of sexual violence, assault, and harassment matters in cases involving students. That framework is virtually complete. After completion of the disciplinary framework for cases involving students, the Task Force intended to turn to cases involving faculty. The recent incident at Berkeley has underscored the need to accelerate those efforts.

Accordingly, I am immediately directing the formation of a Joint Committee of the University of California Administration and the Academic Senate to develop recommendations on how best to handle cases of sexual violence, assault and harassment involving UC faculty. This committee, which will be under the aegis of the Task Force, will present its recommendations to me no later than February 29, 2016.

The Joint Committee will be co-chaired by Sheryl Vacca, Task Force lead and Senior Vice President and Chief Compliance and Audit Officer, and Dan Hare, Professor of Entomology at UC Riverside and Chair of the systemwide Academic Senate. The


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Joint Committee will include student representatives. It will examine the entire process in the investigation, adjudication, and sanctions in cases involving faculty. Among other issues, the committee will review whether the current statute of limitations needs to be revised, given that complaints often involve misconduct that occurred several years ago, as was the case in the Berkeley situation.

There can be many reasons for delay, including lack of clarity in University policies and procedures. As such, I am asking the Joint Committee to review whether there are clear procedures and mechanisms for all members of the University community to report to campus authorities when they believe incidents of sexual assault, violence, or harassment are taking place. It will also develop recommendations for interim measures that can be immediately put into place while the investigation of a claim is underway.

Finally, while the purpose of this letter is to direct action, I want to take this opportunity to stress again how seriously the University takes the matter of sexual violence, assault, and harassment. University leadership must work together to educate all members of our community that such egregious behavior will not be tolerated at the University of California and to deal firmly, fairly, and expeditiously with any claim involving sexual violence, assault or harassment.

Yours very truly,


Janet Napolitano
President

cc: Academic Senate Chair Hare
Provost Dorr
Senior Vice President and Chief Compliance and Audit Officer Vacca