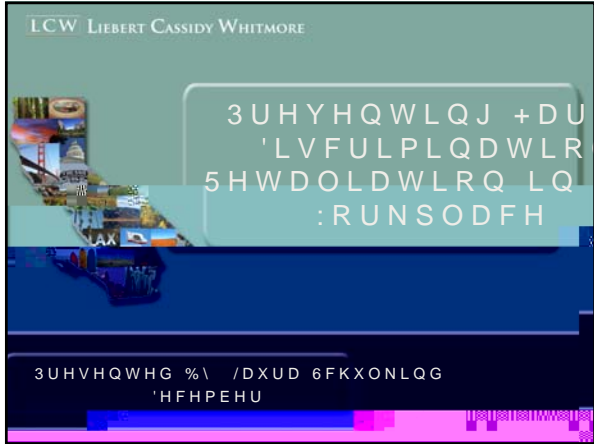
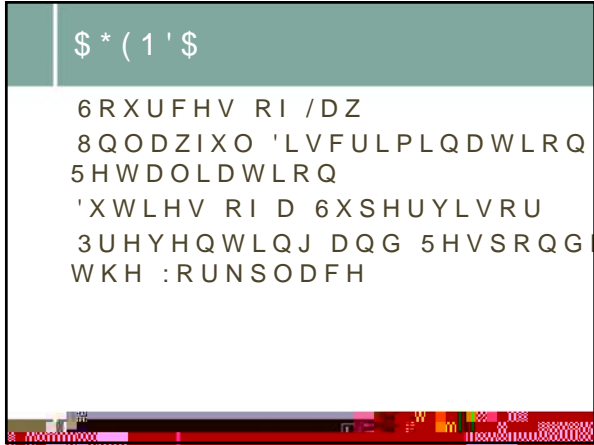
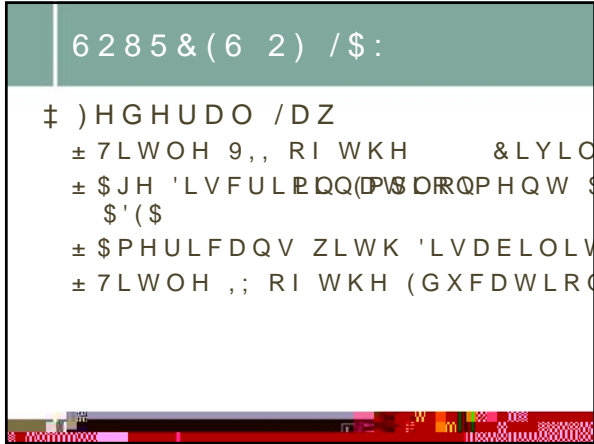


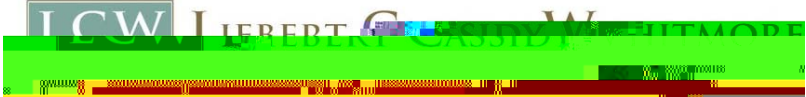
3UH YHQWLQJ +DUDV VPHQW 'LVFULPLQDWLRQ DQG 5HVSODFH WLRQ
:HVW 9DOOH\ 0LVVLRQ RORRFX'QLWU&FW _ 'HFHPEHU

Presented by: Laura Schulkind









3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWDGRDGR UNWDDHDLWLR
:HVW 9DOOH\ 0LVVLRQDGRDGRXQLWU&FW _ 'HFHPEHU

Presented by: Laura Schulkind

6285(6 2) /\$:
‡ &DOLIRUQLD /DZ
±)DLU (PSOR\PHQW DQG +RXVLQJ \$FW)(+
± (GXFDWLRQ &RGH
± /DERU &RGH
‡ <RXU 'LVWULFW\ V 3ROLFLHV

\$'0,1,675\$7,9(\$*(1&,(6
‡ 7LWOH 9,, DQG \$\$ 8 6 (TXDO (PSOR\PHQW
2SSRUWXQLW\ &RPPLVVLRQ
‡)(+ \$ &DOLIRUQLD 'HSDUWPHQW RI)DLU
(PSOR\PHQW +RXVLQJ
‡ 2&5 ± 2IILFH IRU &LYLO 5LJKWV 6WXGHQWV

683(59,625
‡ \$Q\RQH ZKR KDV DQ\ UHVSQRVLELOLW\ RU GLVFUHWLRQ
WR OHDG RWKHUV
‡ 7KR VH ZLWK SXUO\ FOHULFDORU UHFRUG NHSLQJ
UHVSQRVLELOLW\ DUH H[FOXGHG

Government Code section 12926(r)



3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWDGRQDFQRUNSDDEHDLR
:HVW 9DOOH\ 0LVVLRQDGRBFX'QLWU&FW _ 'HFHPEHU

Presented by: Laura Schulkind

' ,6&5,0,1\$7,21

‡ 7UHDWLQJ LQGLYLGXDOV GLIIHUHQWO\
because of:
 ‡ \$ SURWHFWHG FODVVLILFDWLRQ
 ‡ \$ SHUFHSWLRQ WKDW DQ LQGLYLGXDO LV D PHPEHU
 RI D SURWHFWHG FODVVLILFDWLRQ
 ‡ \$Q DVVFLDWRQ ZLWK DQ LQGLYLGXDO RI D
 SURWHFWHG FODVVLILFDWLRQ RU SHUFHLYHG
 SURWHFWHG FODVVLILFDWLRQ

5(7\$/, \$7,21
 \$)250 2) ' ,6&5,0,1\$7,21

‡ ,PSRVLQJ DQ DGYHUVH HPSOR\PHQW DFWLRQ
because of
 ‡ \$Q LQGLYLGXDO\ V H[HUFLVH RI D SURWHFWHG
 ULJKW

+\$5\$660(17
 \$)250 2) ' ,6&5,0,1\$7,21

‡ &RQGXFV WKDW LV ‡ R0`À•@đ Â‡ 9‡ 9



3UHYHQWLQJ +DUDVVP HQW 'LVFULPLQDWDGRQDFQRUNSDDEHDLR
:HVW 9DOOH\ 0LVVLRQDGRQDFQRUNSDDEHDLR

Presented by: Laura Schulkind

3\$%86,9(&21'8&7' Y
 ,/(*\$/ +\$5\$660(17
 ‡ +DUDVVLQJ FRQGXFV LV GLUHFVHG DW VRPHRQHIV
 PHPEHUVKLS LQ D SURWHFVHG FODVVLILFDWLRQ
 ‡ +DUDVVP HQW LV LOOHJDO
 ‡ 3\$EXVLYH &RQGXFV' LV 127 GLUHFVHG DW
 VRPHRQHIV PHPEHUVKLS LQ D SURWHFVHG
 FODVVLILFDWLRQ
 ‡ 127 LOOHJDO EXW VKRXOG EH DGGUHVHG

(;\$03/(6
 3\$%86,9(&21'8&7'
 ‡ 5HSHDWHG YHUEDO DEXVH
 ‡ 7KUHDWHQLQJ LQWLPLGDWLQJ RU KXPLOLDWLQJ
 YHUEDO RU SK\VLFDQ FRQGXFV
 ‡ *UDWXLWRXV VDERWDJH RU XQGHUPLQLQJ RI
 SHUVRQIV ZRUN

3527(&7(' &/\$66,) &\$7,216
 ‡ 5HOLJLRXV FUHHG
 ‡ 0DULWDO VWDWXV
 ‡ 5DFH QDWLRQDO RULJLQ DQFHVWU\ FRORU
 ‡ 'LVDELQW\ PHGLFDQ FRQGLWLRQ
 ‡ 0LQWLU\ DQG YHWHUDQ VWDWXV
 ‡ *HQHWLF LQIRUPDWLRQ
 ‡ 6HJHQGHU SUHJQDQF\ JHQGHU H[SUHVVLRQ JHQGHU
 LGHQWLW\ HWF
 ‡ 6H[XDO RULHQDWLRQ
 ‡ \$ J H
 ‡ 2SSRVLWLRQ WR KDUDVVP HQW
 ‡ \$VVRFLDWLRQ SHUFHSWLRQ



3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWDGHPDFQRUNSDDEHDLR
:HVW 9DOOH\ 0LVVLRQOORIBFX'QLWU&FW _ 'HFHPEHU

Presented by: Laura Schulkind

3527(&7(' &/\$66,)&\$7,216
1(: ')(+ 5(*8/\$7,216
3URWHFWLRQV IRU 7UDQVJHQGHU (PSOR\HHV
‡ 1HZ GHILQLWLRQV HIIHFWLYH
± 3*HQGHU LGHQWDWH LGHFWLWLRQV PELQDWLRQ
RI PDOH DQG IHPDOH RU QHLWKHU
± 'HILQHV WUDQVWLRQ WUDQVJHQGHU SHRSOH

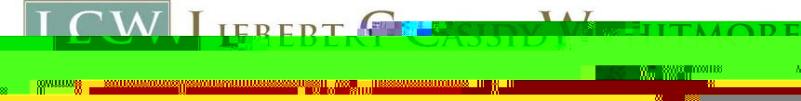
> & & 5 VHF @

3527(&7(' &/\$66,)&\$7,216
1(: ')(+ 5(*8/\$7,216
3URWHFWLRQV IRU 7UDQVJHQGHU (PSOR\HHV
‡ 1HZ SURWHFWLRQV HIIHFWLYH
± (PSOR\HU PD\ QRW FRQGLWLRQ MRE\EHQHILWV RQ VH[JHQGHU LGHQWLW
RU H[SUHVVLRQ
± (PSOR\HU PD\ QRW GHVLJQDWH D MRE H[FOXVLYHO\ IRU RQH VH[RU
PDLQWDLQ VHSUDWH VHQLRULW\ OLVWV EDVHG RQ VH[ZLWK D IHZ
SHUPLVVLEOH H[FHFWLRQV
± (PSOR\HHV XVH WKH UHVWURRP DQG ORFNHU URRP IDFLOLW\
FRUUHVSRQGLQJ WR WKHLU RZQ JHQGHU LGHQWLW\ RU H[SUHVVLRQ
± (PSOR\HU SURYLGHV SULYDF\ RSWLRQV LQ IDFLOLWLVH

> & & 5 VHF E F H @

3527(&7(' &/\$66,)&\$7,216
1(: ')(+ 5(*8/\$7,216
3URWHFWLRQV IRU 7UDQVJHQGHU (PSOR\HHV
‡ 1HZ SURWHFWLRQV HIIHFWLYH
± 0D\ QRW LPSRVH DSSHDUDQFH GUHV V RU JURRPLQJ VWDQGDUGV
LQFRQVLVWHQW ZLWK JHQGHU LGHQWLW\ RU H[SUHVVLRQ ZLWK OLPLWHG
H[FHFWLRQ
± 0D\ QRW LQTXLUH RU LGHQWLW\ HPSOR\WLV RQ WKH EDVLV RI JHQGHU
OLPLWHG H[FHFWLRQ
± 0D\ QRW UHTXLUH DSSOLFQW WR GHVLJQDWH JHQGHU
± (PSOR\HU PXVW XVH HPSOR\HHV VWDQGDUG SUHIUUHG JHQGHU GHVLJQDWL
DQG SURQRXQV
± 3URKLELWV GLVUHV LQDWLRQEF ÄpRQ RQ WTE `QW V XI iaCgD SâDW 0

> & & 5 VHF E F H @



3 UHYHQWLQJ + DUDVVP HQW 'LVFULPLQDWDGRDFQRUNSDDEHDLR
:HVW 9DOOH\ 0LVVLRQORRFXQLWU&FW _ 'HFHPEHU

Presented by: Laura Schulkind

3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWDGHPDFQRUNSDDEHDLR
:HVW 9DOOH\ 0LVVLRQOORIBFXQLWU&FW _ 'HFHPEHU

Presented by: Laura Schulkind

\$'9(56(\$&7,21

‡ \$Q\ DFWLRQ ZLWK PDWHULDO HIIHFW RQ HPSOR\PHQW
WDNHQ ZLWKLQ FRXUVH DQG VFRSH RI HPSOR\PHQW
‡ ,QFOXGHV DFWLRQV ZKLFK LPSDFW
± -RE 3HUIRUPDQFH
± *UDGHV RU 6WXGHQW 6WDWXV
± 2SSRUWXQLW\ IRU \$GYDQFHPHQW

348,' 352 482' +\$5\$660(17

‡ -RE (GXFDWLRQ %HQBILWV
‡ 3URPLVHG
± ([SOLFLWO\ RU LPSOLFLWO\
± ,QH[FKDQJH IRU VH[XDO IDYRUV
RU
‡ 'HQLHG
± ,I VH[XDO IDYRUV QRW JLYHQ

3+267,/((19,5210(17'
+\$5\$660(17

‡ 3URWHFWHG &ODVVLILFDWLRQ
‡ 3K\VLFDQ 9HUEDO RU 9LVXDO &RQGXFW
‡ 2EMHFWLYHO\ DQG 6XEMHFWLYHO\ 2IIHQVLYH
8QZHOFRPH
‡ 6HYRUBHHUYDVLYH
‡ 8QUHDVQRDEO\ LQWHUIHUHV ZLWK ZRUN RU
OHDUQLQJ RSSRUWXQLWLHV

*But note legal update: one incident may be enough



3 UHYHQWLQJ +DUDVVP HQW 'LVFULPLQDWDGRFDQRUNSDDEHDLR
:HVW 9DOOH\ 0LVVLRQORRFXQLWU&FW _ 'HFHPEHU

Presented by: Laura Schulkind

3 + < 6 , & \$ / & 2 1 ' 8 & 7

‡ +XJV
‡ 0DVVDJHV
‡ 3K\VLFDQ LQWLPLGDWLRQ
± 6ODPPLQJ RU KLWWLQJ REMHFWW
± %ORFNLQJ HQWU\ HJUHV

3 * 5 \$ < ' % 2 5 ' (5 / , 1 (\$ 5 (\$ 6

‡ 3JULYDWH' DQG 3FRQVHQVXDQ' UHODWLRQV KLSV
EHWZHHQ VXSHUYLVVUV DQG VXERUGLQDWHV RU
HGXFWRUV WYXG:HQW "IRU ORQJ
‡ ,QYLWDWLRQV WR OXQFK GULQNV RU GLQQHU
‡ 5HIHUHQFHV WR DSSHDUDQFH RU GUHV
‡ 3&DVXDQ' WRXFKLQJ RI QRQ LQWLQDWH SDUWV RI WKH
ERG\

&DVH 6WXG\
6H[XDQ +DUDVVP HQW

Tom is a star basketball player for ABC-CCD. However, he has told the Athletic Director, Vince Andrews, that he's quitting the team due to rampant sexual harassment.



3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWDGRDFQRUNSDDEHDLR

3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWLRQDFQRUNSDDEHDLR
:HVW 9DOOH\ 0LVVLRQDRIHFX'QLWU&FW _ 'HFHPEHU

Presented by: Laura Schulkind

:+2 ,6 /,\$%/("
‡\$Q\ HPSOR\HEH KHOG LQG LYLGXDOO\ OLDEOH
IRU KDUDVVPHQDWLRQFRUPLHWDOLDWLRQ
GSHQGLQJ RQ WKH VWDWXWH DW LVVXH
± &DOLIRUQLD)(\$,QGLYLGXDOV PD\ EH OLDEOH IRU
KDUDVVPHQW RQO\ QRW IRU GLVFULPLQDWLRQ RU
UHWOLDWLRQ
±)HGHUDO ODZV ,QGLYLGXDOV FDQ EH OLDEOH IRU
KDUDVVPHQW DQG GLVFULPLQDWLRQ DQG UHWOLDWLRQ
GSHQGLQJ RQ WKH VWDWXWH

:+2 ,6 /,\$%/("

‡7KH HPSOR\OLDEOH IRU
± 'LVFULPLQDWLRQ
± 5HWOLDWLRQ
± +DUDVVPHQW FRPPLWWHG E\ D VXSHUYLVRU
± +DUDVVPHQW QRW FRPPLWWHG E\ D VXSHUYLVRU EXW
RQO\ LI WKH HPSOR\HU NQHZ RU VKRXOG KDYH NQRZQ
DERXW LW DQG IDLOHG WR WDNH DSSURSULDWH DFWLRQ



3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWDGRFDQRUNSDDEHDLR
:HVW 9DOOH\ 0LVVLRQORRFX'QLWU&FW _ 'HFHPEHU

Presented by: Laura Schulkind

\$335235,\$7(&255(&7,9
\$&7,21
‡ &RQGXFV QHXWUDO SURPSW WKRURXJK LQYHVWLJDWLRQ
5HHPEDL DLOXUH WR LQYHVWLJDWH QRZ FRQVWLWXWHV
D VHSUDUWH FDXVH RI DFWLRQ HYHQ LI HPSOR\HU FDQ
VKRZ WKDW LI DQ LQYHVWLJDWLRQ KDG EHHQ FRQGXFWHG
WKH DOOHJDWLRQV ZRXOG QRW KDYH EHHQ VXVWDLQHG

\$335235,\$7(&255(&7,9
\$&7,21
,I DOOHJDWLRQV VXVWDLQHG
‡ ,PSRVH DSSURSULDWH GLVFLSOLQH
‡ 7DNH VWHSV WR UPHGLDWH WKH KRUVWLOH HQYLURQPHQW IRU WKH
FRPSODLQDQW V VXFK DV
± &RXQVHOLQJ (\$3
± /HDYH
± 5HORFDWLRQ RI DFFXVHG LI QRW WHUPLQDWHG
± 5HORFDWLRQ RI FRPSODLQDQW LI UHTXHVWHG DIWHU RWKHU UPHGLDO
PHDVXUHV RIIHUHG
‡ 7DNH VWHSV WR SUHYHQW IXWXUH YLRODWLRQV VXFK DV
± 7UDLQLQJ
± 5HSXEOLVK XSGDWH 'LYWULEWTV SROLF\

:+\$7 ,) <28 \$5(\$&&86(''
‡ 5HIHU WKH DFFXVHU WR D VXSHULRU +XPDQ
5HVRXUFHV OHJDO DGYLVRU
‡ 5HSRUW WKH DFFXVDWLRQ WR \RXU VXSHUYLVRU DQG WR
+XPDQ 5HVRXUFHV
‡ 5HIUDLQ IURP DQ\DFWLRQ WKDW FRXOG EH LQWHUSUHHHG
DV UHWDOLDWLRQ
‡ 6HHN FRQVWUXFWLYH FRXQVHOLQJ IURP +XPDQ
5HVRXUFHV
‡ &RRSHUDWH LQ WKH LQYHVWLJDWLRQ
‡)ROORZ \RXU GLVWULFWTV SROLF\



3 UHYHQWLQJ +DUDVVP HQW 'LVFULPLQDWDGRQDFQRUNSDDEHWLR
:HVW 9DOOH\ 0LVVLRQDGRQDFQRUNSDDEHWLR

Presented by: Laura Schulkind

237,216)25 5(62/87,21

‡ 8VH WKH 'LVWULFW\ V FRPSODLQW SURFHGXUH

‡ 5HSRUW WR WKH 8 6 (TXDO (PSOR\PHQW
2SSRUWXQLW\ &RPPLVVLRQ

‡ 5HSRUW WR WKH &DOLIRUQLD 'HSDUWPHQW RI
)DLU (PSOR\PHQW +RXVLQJ

‡ /DZVXLWV

&203/\$,17 5(62/87,21

Get past the buzz words:

‡ My colleague, Dr. Green, is harassing me.... Dr. Green disagrees with everything I say.

‡ My professor Dr. Green created an unsafe environment and traumatized me ... when Dr. Green told me I don't have what it takes to pass her course.

&203/\$,17 5(62/87,21

1RW \$OO 3+RVWLQW\ ' &RQVWLWXWHV D 3+RVWLOH
:RUN (GXFDWLRQDO (QYLURQPHQW

‡ \$VN there objective information that the adverse treatment or "hostility is based on a protected status?

± ,I \HV 7UHDW DV D KDUDVVP HQW FRPSODLQW

± ,I QR 'RQW LJQRUH LW MXVW UHGLUHFWRU LQIRUPDO
GLVSXWH UHVROXWLRQ



3 UHYHQWLQJ +DUDVVP HQW 'LVFULPLQDWDGRHDFQR 5N800EHWLR
:HVW 9DOOH\ 0LVVLRROORRFRFX'QLWU&FW _ 'HFHPEHU

Presented by: Laura Schulkind

&203/\$,17 5(62/87,21

1RW \$OO 8QZHOF RPH %HKDYLRU LV '38QVDIH'

‡ \$VN there objective information that the adverse treatment or "hostility" is putting someone in physical danger?

±,I\HV &DOO WKH SROLFH

±,IQR 5HVWDWH WKH QDWXUH RI WKH FRQIOLFW DQG DGGUHVV LW

35(9(17,21

‡ 1HYHU SOD\ IDYRULWHV

‡ 5HSRUW DOO FRPSODLQWV LPPHGLDWHO\

‡ 7DNH DOO FRPSODLQWV VHULRXVO\

‡ 0RQLWRU WKH ZRUNSODFH

‡)ROORZ 'LVWULFW SURFHGXUH

‡ %H D JRRG UROH PRGH

‡ 0DNH UHVSHFW D FRUH YDOXH

