



OPHD Program Brief

Prepared August 2022



OFFICE FOR THE PREVENTION OF HARASSMENT & DISCRIMINATION

The Office for the Prevention of Harassment & Discrimination (OPHD) processes complaints and conducts investigations regarding issues related to Sexual Violence & Sexual Harassment (SVSH) and Discrimination (Title VII & Title IX).

OPHD Staff Members

- Interim Director & Title IX Officer: [Cherie A. Scricca](#)
- Deputy Director (1 FTE): [James “Jim” O’Connell](#)
- Investigators (2 FTEs): [Shasta Behbehelieh](#) & [Lynna Cano](#)
- Response Team & Education Coordinator (1 FTE): [Joan Rich](#)

REPORTS RECEIVED

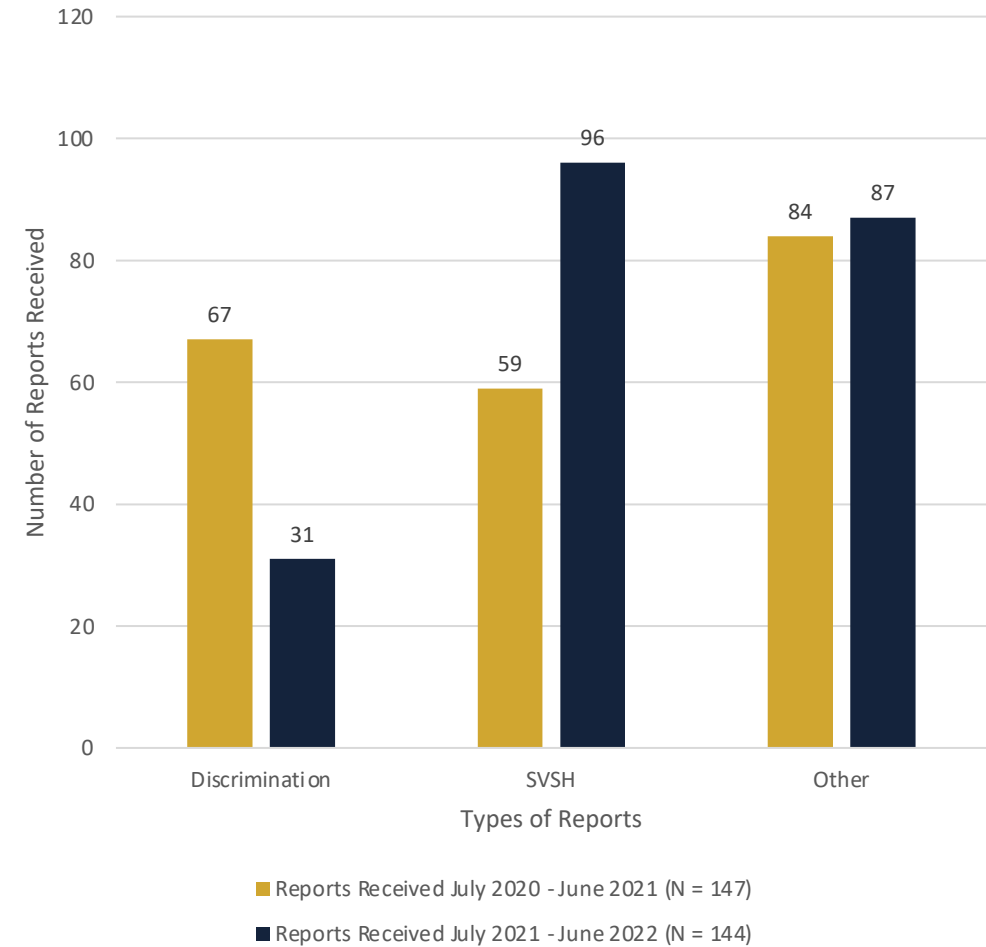
OPHD received **144** cases from July 1, 2021 – June 30, 2022

Overview

- **31** Reports of Discrimination
 - 53% decrease from FY 20-21
- **96** Reports of Sexual Violence & Sexual Harassment (SVSH)
 - 63% increase from FY 20-21
- **87** Reports of Other Prohibited Conduct
 - 4% increase from FY 20-21
 - Includes reports of Student Conduct violations, Abusive Behavior, Climate Issues, Non-Title VII Retaliation, etc.
- **30** New cases received since last status report
- Hotspot Departments:
 - Auxiliaries – Dining
 - SSHA – Interdisciplinary Humanities

***Note:** Reports can have multiple allegations, e.g. SVSH and Other Prohibited Conduct

New Reports Received from July 1st - June 30th



CLOSED CASES

OPHD closed **239** cases between July 1, 2021 – June 30, 2022

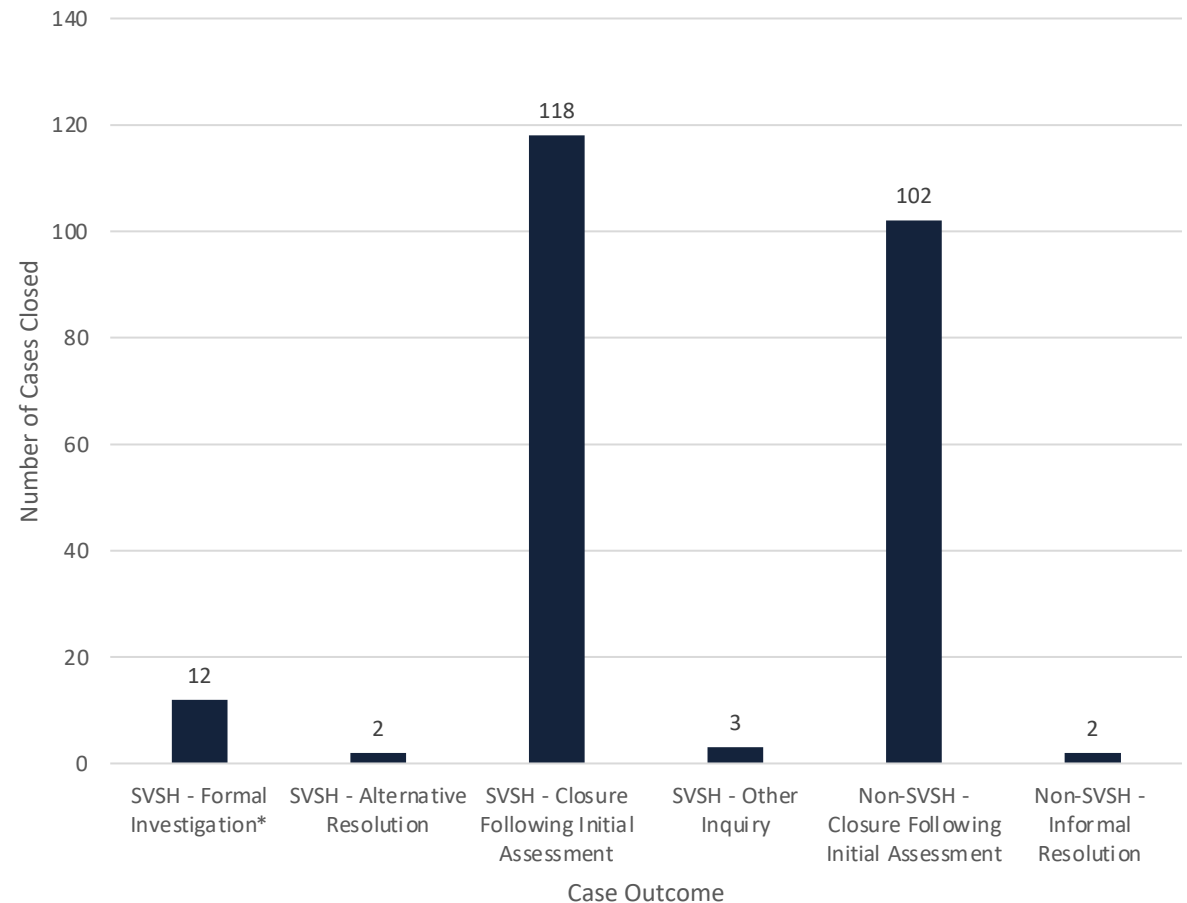
Sexual Violence & Sexual Harassment Closures (SVSH)

- **12** closed with Formal Investigations
 - **09** cases were substantiated
 - **03** cases were unsubstantiated
- **02** closed via Alternative Resolution
- **118** closed Following Initial Assessment
- **03** closed via Other Inquiry

Non-SVSH Case Closures

- **102** closed Following Initial Assessment
- **02** closed via Informal Resolution

Case Outcomes from July 01, 2021 - June 30, 2022





CASE CLOSURE PROCESS



OPHD has 64 cases currently open as of August 05, 2022. These cases date from 2017 to present.

OPHD Staff (Joan, Jim and Cherie) are in the process of looking through old emails and documents in order to enter the data into i-Sight necessary to close these files.

As of the date of this report (August 05, 2022) OPHD has closed a total of 245 cases since the closure process was initiated in December 2021.

ACTIVE CASES

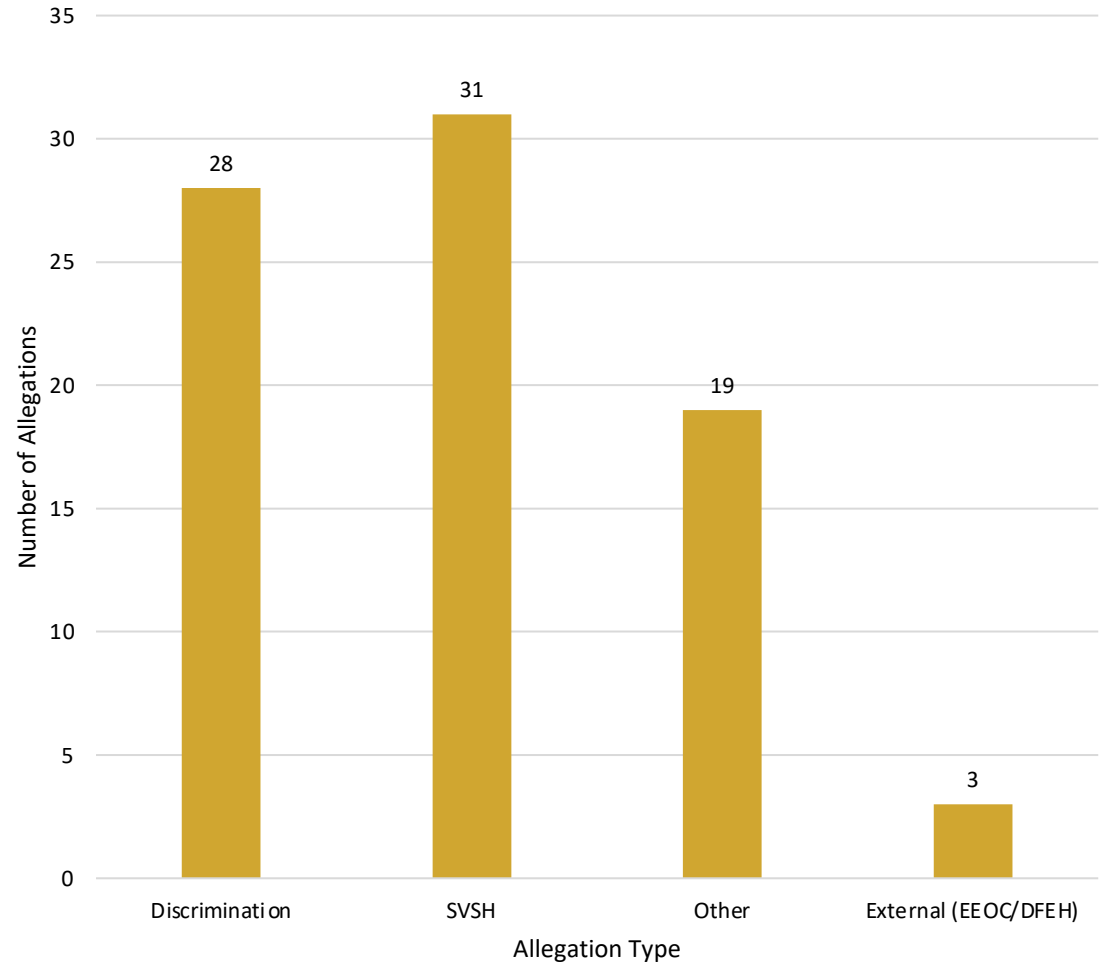
OPHD has 64 open cases as of August 01, 2022

Overview of Case Allegations*

- **28** Cases of Discrimination
- **31** Reports of Sexual Violence & Sexual Harassment
- **19** Reports of Other Prohibited Conduct
- **03** Cases under assessment by the EEOC/DFEH

***Note:** Cases can have multiple allegation types, e.g. SVSH and Other Prohibited Conduct

Basis of Complaints - Active Cases as of August 05, 2022



ACTIVE CASES

Case Status Overview

- **30** in Initial Assessment
 - Initial Assessment phase includes actions such as initial outreach to complainants and intake meetings
- **01** in Grievance/Complaint Pending
- **01** in Alternative Resolution (SVSH)
- **09** in Investigation
 - **04** SVSH Investigations
 - **05** Discrimination Investigations
- **09** in Adjudication
 - Investigations are completed, case is with adjudicating department (Student Conduct, Human Resources, Academic Personnel, etc.)
- **03** with an External Agency (EEOC/DFEH)
- **11** Pending Closure

Active Cases - Case Status as of August 05, 2022

