



OPHD Program Brief

Prepared July 2023



**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 discrimination and harassment (including sexual harassment and sexual violence).

REPORTS RECEIVED

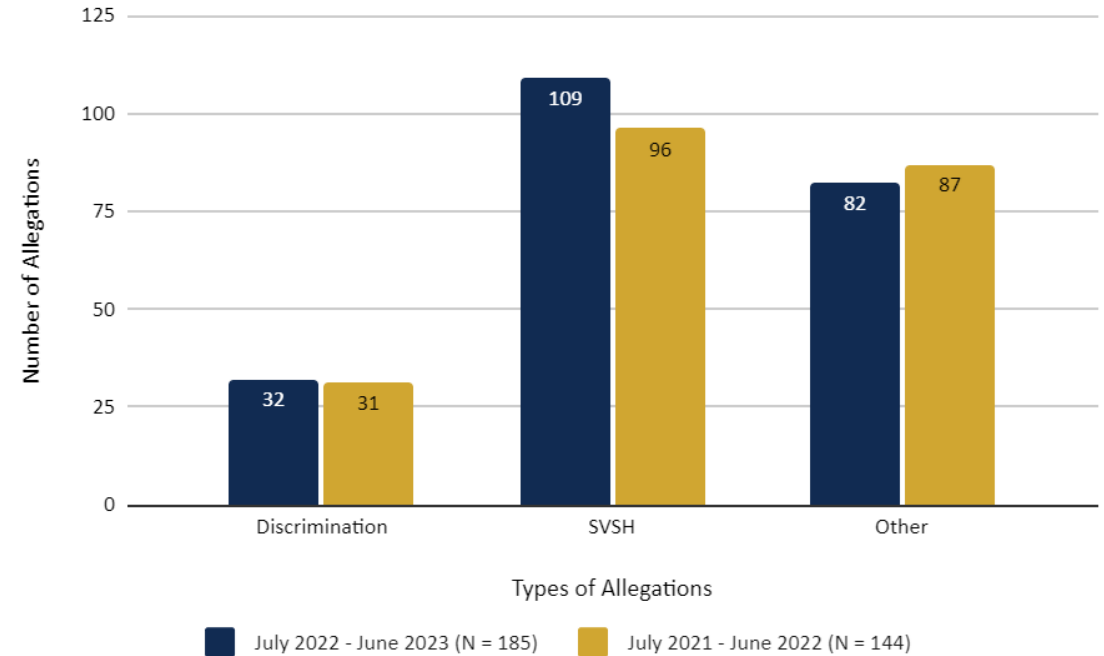
OPHD Received **185** New Reports from July 1, 2022 – June 30, 2023. This is a **28.47%** increase from FY 21-22.

Report Breakdown

- **32** Reports of Discrimination
 - 3.23%% increase from FY 21-22
- **109** Reports of Sexual Violence & Sexual Harassment (SVSH)
 - 13.54% increase from FY 21-22
- **82** Reports of Other Prohibited Conduct
 - -5.75%% increase from FY 21-22
 - Includes reports of Student Conduct violations, Abusive Behavior, Climate Issues, Non-Title VII Retaliation, etc.
- **38** New cases received since last status report

***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 **210** cases between July 1, 2022 – June 30, 2023

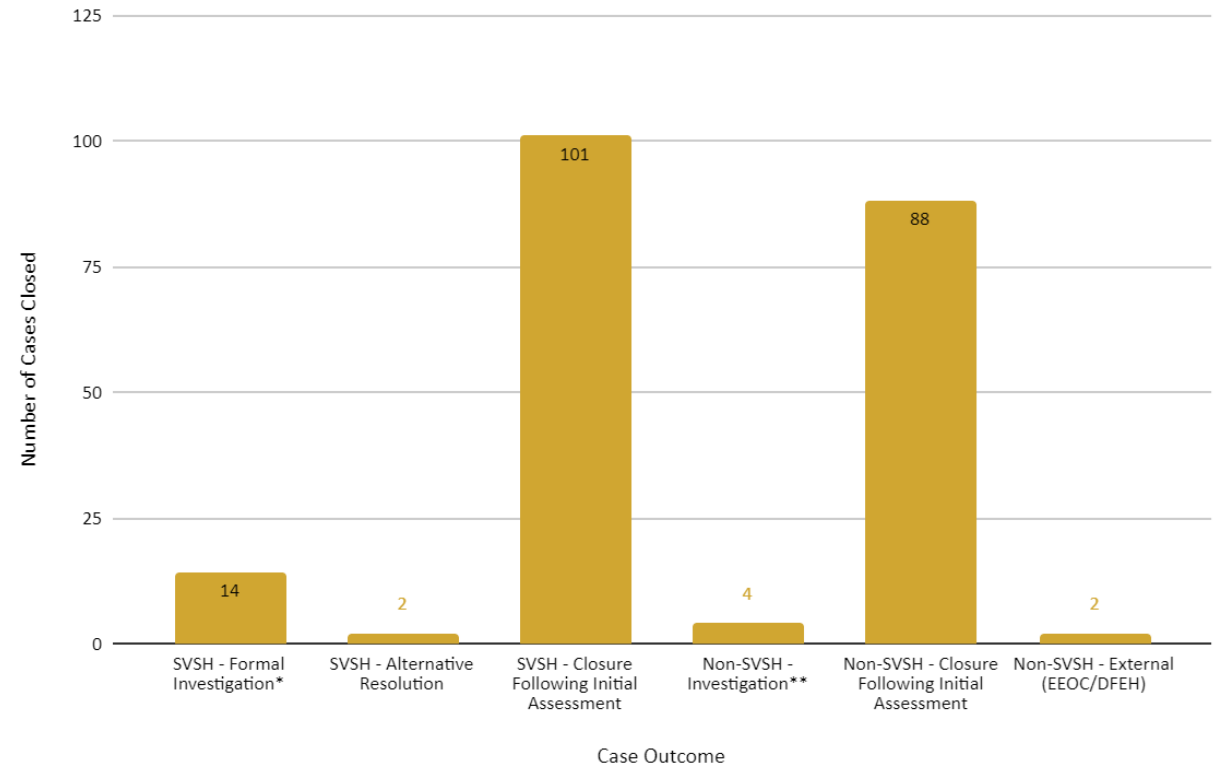
Sexual Violence & Sexual Harassment Closures (SVSH)

- **014** closed with Formal Investigations*
 - **08** cases were substantiated
 - **06** cases were unsubstantiated
- **02** closed via Alternative Resolution
- **101** closed Following Initial Assessment

Non-SVSH Case Closures

- **04** closed with Formal Investigations**
 - **04** cases were unsubstantiated
- **88** closed Following Initial Assessment
- **02** External (EEOC/DFEH) Complaints closed

Case Outcomes from July 1st - June 30th





CASE CLOSURE PROCESS



In December 2021, OPHD Staff began a process to close all case files opened prior to FY21-22.

As of the date of this report (June 30, 2023) OPHD has closed 75 of the 85 cases identified since the closure process was initiated.

There are currently 10 cases that are still open:

- **01** case is pending case closure
- **04** cases are in the Investigation Phase
- **05** cases are in the Adjudication Phase (SVSH Hearing & Appeal Processes)

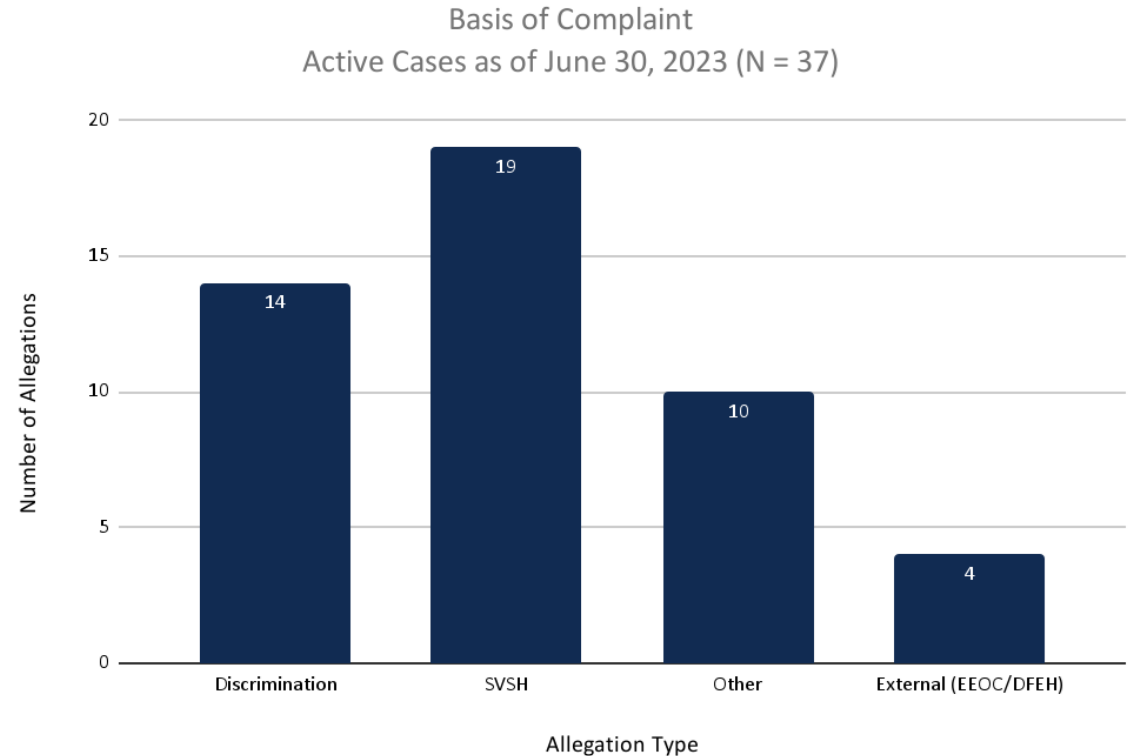
ACTIVE CASES

OPHD has 37 open cases as of June 30, 2023

Overview of Case Allegations*

- **14** Allegations of Discrimination
- **19** Allegations of Sexual Violence & Sexual Harassment
- **10** Allegations of Other Prohibited Conduct
- **04** Cases under assessment by the EEOC/DFEH

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

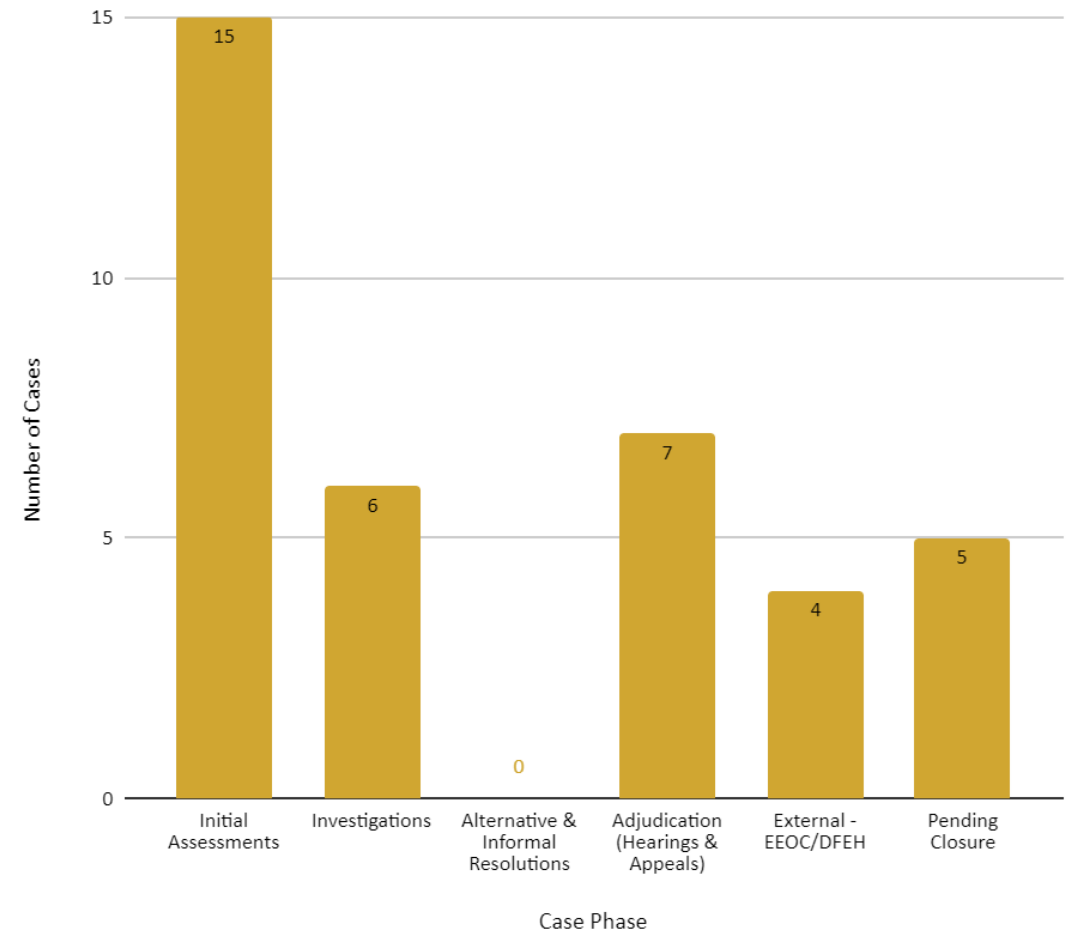


ACTIVE CASES

Case Status Overview

- **15** in Initial Assessment
 - Initial Assessment phase includes actions such as initial outreach to complainants and intake meetings
- **6** in Investigation
 - **3** SVSH Investigations
 - **5** Discrimination Investigations
- **0** Alternative & Informal Resolutions
- **07** in Adjudication
 - Investigations are completed, and cases are with adjudicating department (Student Conduct, Human Resources, Academic Personnel, etc.)
- **04** with an External Agency (EEOC/DFEH)
- **5** Pending Closure

Active Cases - Status as of June 30, 2023
(N = 37)





NEW PROCESSES STARTING FY 2023 - 2024

1. When we receive multiple reports of the same incident, a new case will be opened for each report. The duplicate reports will be closed, and one case will remain open and be the working file.
2. “Initial Assessment” categorization will be for all regular outreach and where complaints/reports are closed after the initial intake.
3. “Other Inquiry” is where OPHD needs to do additional follow-up, a deeper dive to gather additional facts.



