



OPHD Program Brief

Prepared August 2025



**OFFICE FOR THE
PREVENTION OF
HARASSMENT &
DISCRIMINATION**

The Office for the Prevention of Harassment & Discrimination (OPHD) is a neutral office committed to campus safety, fairness, trauma-informed practices, and due process. OPHD processes and responds to complaints and reports of discrimination and harassment (including sexual harassment and violence). OPHD's work covers Titles VI, VII, and IX.

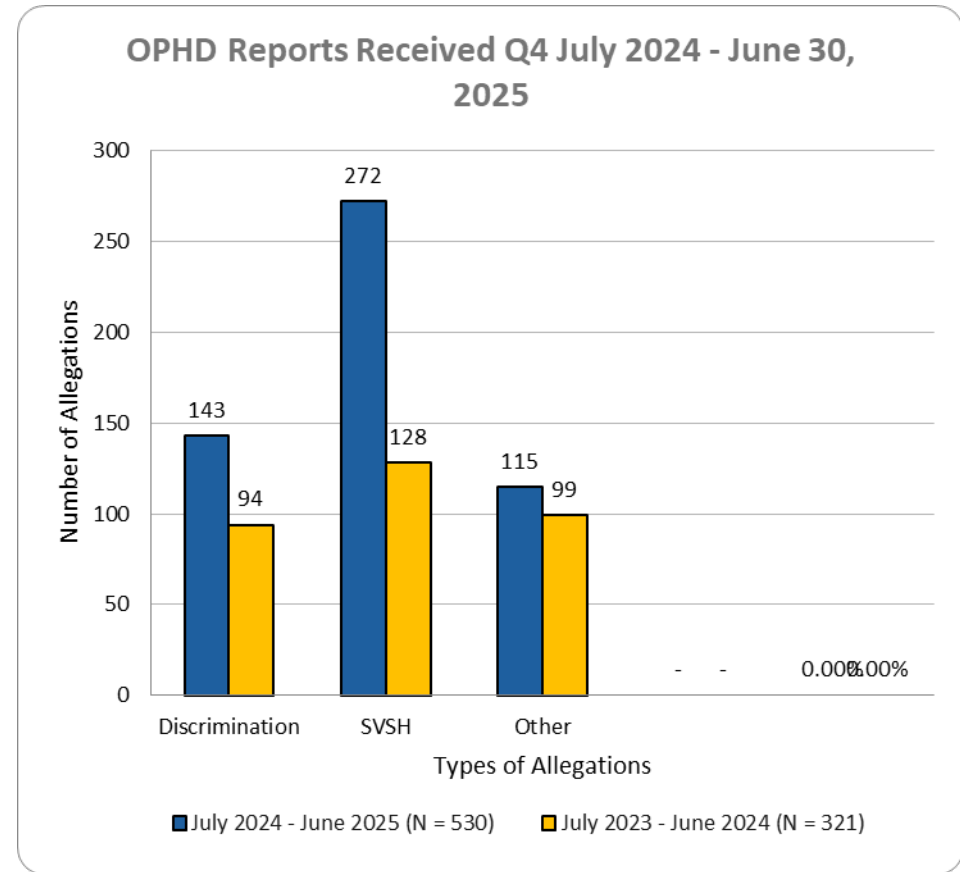
REPORTS RECEIVED

OPHD received **530** cases from
July 1, 2024– June 30, 2025

Overview

- **143** Reports of Discrimination
 - 52.13% increase from FY 23-24
- **272** Reports of Sexual Violence & Sexual Harassment (SVSH)
 - 112.50% increase from FY 23-24
- **115** Reports of Other Prohibited Conduct
 - 16.16 %increase from FY 23-24
 - Includes reports of Student Conduct violations, Abusive Behavior, Climate Issues, Non-Title VII Retaliation, etc.

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



CLOSED CASES

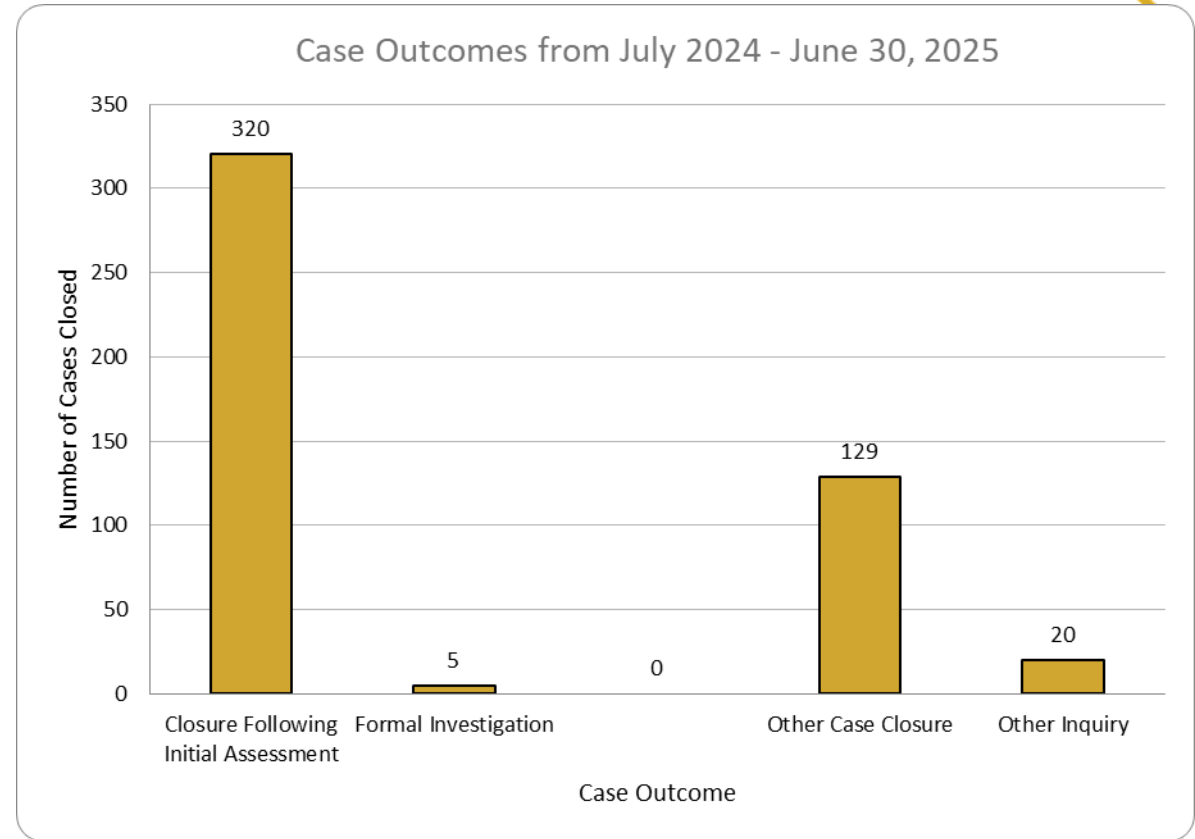
OPHD closed **474** cases between July 1, 2025 - June 31, 2025

Sexual Violence & Sexual Harassment Closures (SVSH)

- **5** closed with Formal Investigations
- **153** closed Following Initial Assessment
- **13** closed as Other Inquiry
- **81** closed as Other Case Closure (all duplicate reports)

Non-SVSH Case Closures

- **167** closed Following Initial Assessment
- **48** Other Case Closure
- **7** Other inquiry



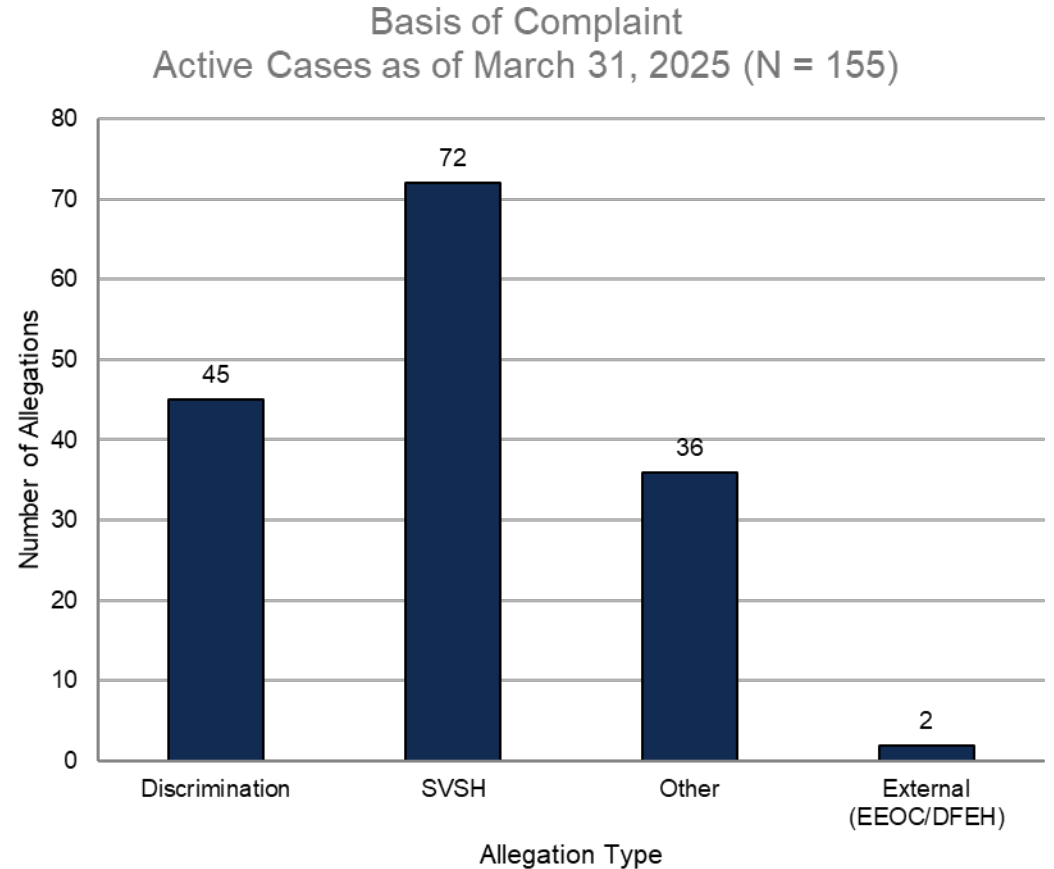
ACTIVE CASES

OPHD has 92 open cases as of June 30, 2025

Overview of Case Allegation

- **37** Allegations of Discrimination
- **40** Allegations of Sexual Violence & Sexual Harassment
- **14** Allegations of Other Prohibited Conduct
- **2** Cases under assessment by the EEOC/California Civil Rights Dept (CRD)

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



ACTIVE CASES

Case Status Overview

- **56** in Initial Assessment
 - Initial Assessment phase includes actions such as initial outreach to complainants and intake meetings
- **3** in Investigation
- **1** in Adjudication
 - Investigations have been completed; the case is with the adjudicating department (OSRR, HR/ELR, APO)
- **24** in Other Inquiry
- **2** with an External Agency (EEOC/CRD)
- **6** Pending Closure

Active Cases - Status as of June 30, 2025
(N = 92)

