

Strategies for Building a Respectful Lab Environment & Research Community:

Preventing & Responding to Sexual Violence and
Harassment (SVSH)

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CARE Program

Provides free, confidential support and advocacy

Who we serve:

- learners
- faculty
- staff
- postdocs
- researchers
- Anyone harmed by a UCSF affiliate

What Kendra does:

- support people who have experienced discrimination and harassment based on their:
 - Race
 - Ethnicity
 - National origin

What Denise does:

Support people who have experienced harms related to:

- Sexual harassment
- Sexual assault
- Interpersonal violence
- Stalking
- Other sexual misconduct

**Does not have to be a recent incident.
Does not have to have happened at UCSF .**

How can the CARE Program help?

- Emotional Support
- Accompaniment
- Referrals to campus and community resources
- Help to facilitate academic, housing, employment and other accommodations
- Consult with department leaders
- Provide information about the reporting processes and options counseling
- Protective orders
- SAFE at Home CA Program
- Opt out of online SVSH training



What the CARE Program offers?

- Healing and wellness centered programming:
 - Centering our Stories series
 - Sound healing workshops
 - Monthly yoga series
 - 8-week Yoga as Healing Program for students
 - Healing in Community Survivor support group for students



Agenda

- Introduction to CARE Program ✓
- Understanding harmful behaviors
- Understanding your (3) responsibilities regarding SVSH
 - Strategies for promoting prevention
 - Responding to SVSH
 - Notification Responsibilities

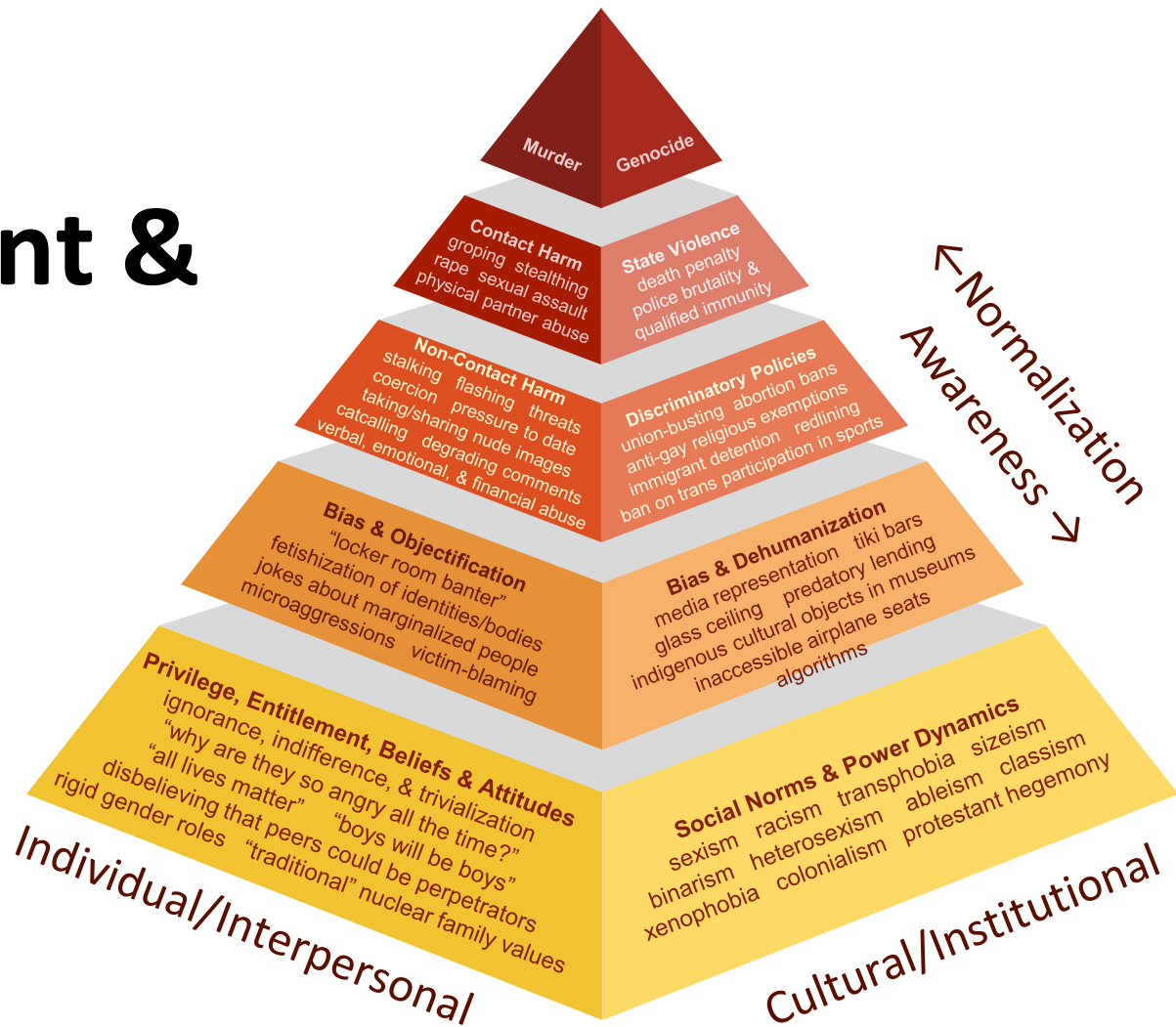


Core Assumptions

- Self-care is a priority
- Grad students and Postdocs have many roles
- We're all teachers and learners
- Intent vs. impact
- SVSH impacts individuals directly, community indirectly
- The stories we hear may represent a limited narrative
- Everyone experiences both privilege and oppression
- We've all experienced, witnessed, and/or caused harm
- Ongoing social problem, may not receive closure today

Understanding Harmful Behaviors

Culture of Harassment & Violence



SVSH Experiences

- 28% of grad students experienced sexual harassment in the workplace, another 16% experienced sexual harassment in the classroom (UC Berkeley 2018 MyVoice Data)
- Sexual harassment is common in academic STEM
- 20-50% of female students are sexually harassed by faculty or staff

2022-2023 CARE Program Impact Report

Themes

Reflecting on the past year, we highlight key themes that we have observed.

Institutional Betrayal

Institutional betrayal can arise when high-level messages and commitments don't match the actual lived experiences of community members. A lack of support or acknowledgement of the initial harm and its impact, can cause subsequent trauma. Such betrayal causes disillusionment and mistrust and is exacerbated by institutional remedies that fail to meet individual needs.

Procedural Justice

Lengthy formal investigative processes can delay healing and impair an individual's ability to function optimally in the workplace and academic settings. Community members also expressed frustration with the formal processes' inability to remedy harm and hold people accountable.

Risks in Naming and Addressing Identity-Based Harms

Sharing experiences of discrimination can lead to being labeled as "unprofessional" and "disrespectful." This discourages others from speaking out and seeking support and can create a culture of silence. Lack of racial, ethnic, gender, or cultural diversity can amplify feelings of isolation.

Power Dynamics and Influence

Individuals who misuse their power in hierarchical settings can create a hostile environment and hinder open communication, trust, and respect. This dynamic can have long term impacts on individual careers or educational trajectories.

Responding with Care & Concern

Discussion

**What feelings come up when
you think about someone
disclosing an experience of
harm to you?**

Discussion

**What is your first
instinct reaction (even if
you know it's not the
right thing to say/do)?**

Discussion

**What do you think a
survivor needs to hear
from you?**

Responding to a potential disclosure with care and concern

1. Check-in on privacy and immediate environment

- *“Would you like to move to a space that’s more private?”*

2. Appreciate the person for coming to you & seeking support

- *“Thank you so much for coming to me, I appreciate your trust in me”*

3. Explain obligations and limits to confidentiality

- *“Before you continue, I want to tell you about some of my obligations to notify others at the university. I want you to be able to decide what you feel okay sharing with me”...“I need to bring information about SVSH incidents to OPHD to make sure you receive all of your options and a prompt response”*

4. Offer resources and connect to the CARE Program

- *“I’d like to introduce you to CARE they can offer you confidential support*
- *“There are other, confidential resources for exploring options & getting support”*

Practice Responding



When someone doesn't want you to report, but discloses before you can mention that you're a Responsible Employee

Person 1: Ugh I'm really stressed out that this person in our lab keeps asking me on dates and I'm not interested. I don't know what to do.

Person 2: [respond as yourself, with care and concern]

Caring for Yourself



- You have a network of support
 - The CARE Program is here for you too
 - Professors, managers, and supervisors
- You are allowed to have boundaries
- Have a self-care plan and use it

Reporting Obligations

Who is considered a Responsible Employee

According to UC SVSH Policy and UC Anti-Discrimination Policy

- **All employees*** (including GSIs, GSRs, and other student employees) must inform OPHD when, in the course of your work, you become aware that a student has experienced sexual harassment or sexual violence (including sexual assault, dating/ domestic violence, stalking, sexual exploitation, invasion of sexual privacy) or retaliation.
- This includes **Human Resource Administrators, Academic Personnel Administrators, Discrimination and Title IX Professionals, Managers and Supervisors including Deans, Department Chairs, Faculty, Directors of Organized Research Units** must *also* inform OPHD if you learn that anyone affiliated with UCSF (not just students) has experienced SVSH or retaliation

* excludes Confidential Resources (FSAP, CARE, Ombuds Office, and Student Counseling Services)

What to Do if you're a Responsible Employee

- Share all information that was shared with you (including names, contact information, any details of the incident, type of prohibited conduct) with the Office for the Prevention of Harassment and Discrimination (OPHD)

What OPHD does:

- Complaint Resolution, Compliance Monitoring, Policy & Procedure Development

Who OPHD serves:

- UCSF students, faculty, staff, postdocs, researchers and anyone harmed by a UCSF affiliate

How to reach OPHD:

- Online report or to ask questions: ophd@ucsf.edu
- Phone: 415-502-3400

What NOT To Do as a Responsible Employee

- You do NOT need to decide whether something actually occurred.
- You should NOT conduct an investigation (asking for any additional details).
- You should NOT share information with others unless told it is ok to do so by those handling the matter.

What happens after reporting to OPHD

- OPHD may have follow up questions for you
- OPHD emails the impacted person (complainant)
 - Resources, rights, and options for resolution provided
 - Complainants have choice
- OPHD maintains privacy & only informs people who *need* to know about any next steps
 - FERPA & employment laws protect both complainant and respondent

Where can I go to report?

Campus

- Office for the Prevention of Harassment and Discrimination (OPHD)

Other

- Dept. of Education, Office for Civil Rights
- National Science Foundation (NSF) & National Institutes of Health (NIH)

Law Enforcement

- UCSF Police Department
 - Emergency: 9- 911 (from campus)
 - Non-campus phone: 415-476-6911
 - Non-emergency: 415-476-1414
- Local law enforcement

Confidential Resources



Campus

- CARE Program (*can consult about reporting*)
- Office of the Ombuds
- Student Counseling Services
- Faculty and Staff Assistance Program

Community

- SFWAR
- WOMAN Inc.
- Asian Woman Shelter
- La Casa de las Madres
- Community Restraining Order Clinic (CROC)

Key Takeaways

- If you learn about an incident of SVSH, respond with care and concern. Then, if you are a Responsible Employee, notify OPHD.
- There are confidential resources on and off campus to support you and people who are impacted by harm.
- We are each responsible for doing our part to prevent sexual violence and sexual harassment.
 - In your role what is one action you can take to advocate for change?

How to contact the CARE Program



Mission Center Building
1855 Folsom Street, Suite 561
San Francisco, CA

- **virtual and in-person appointments available-**



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CARE number: 415-502-8802 (available 24 hours for emergencies)



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UCSF Campus Advocacy Resources and
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