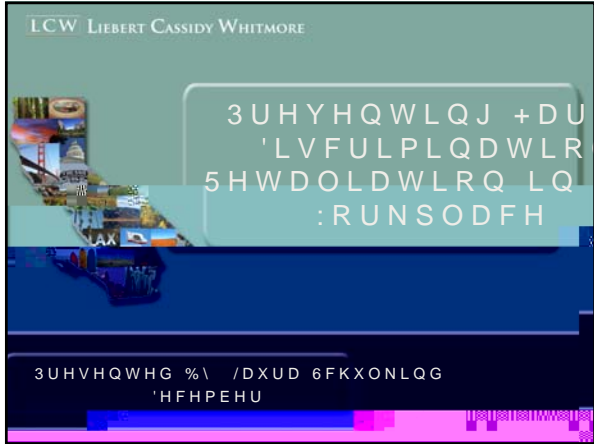


3UH YHQWLQJ +DUDV VPHQW 'LVFULPLQDWLRQ DQG 5HVSODFH WLRQ  
:HVW 9DOOH\ 0LVVLRQ RORRFXQLWU&FW \_ 'HFHPEHU

Presented by: Laura Schulkind



---

---

---

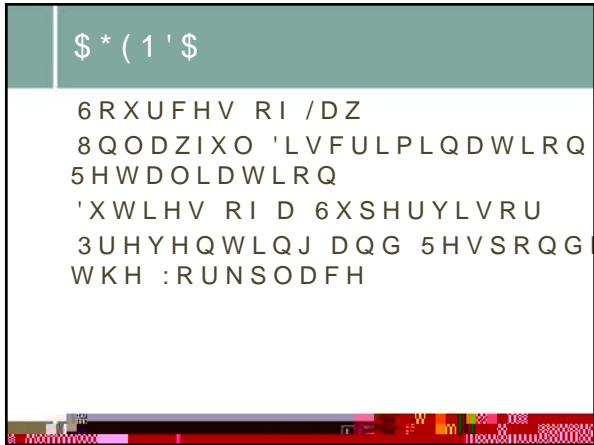
---

---

---

---

---



---

---

---

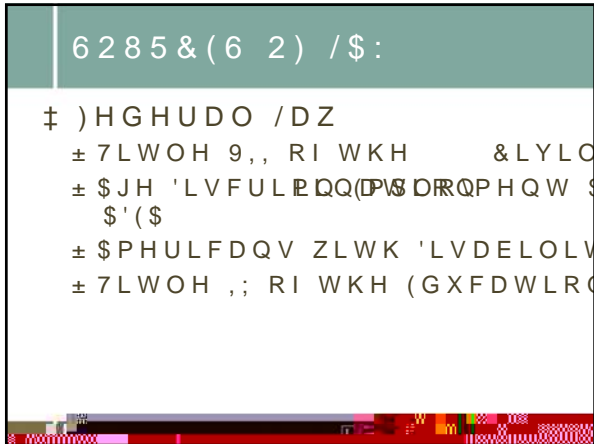
---

---

---

---

---



---

---

---

---

---

---

---

---



3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWDGRDGR UNWDDDEBWL R  
:HVW 9DOOH\ 0LVVLRQOORRFX'QLWU&FW \_ 'HFHPEHU

Presented by: Laura Schulkind

6285(6 2) /\$:  
‡ &DOLIRUQLD /DZ  
± )DLU (PSOR\PHQW DQG +RXVLQJ \$FW )(+  
± (GXFDWLRQ &RGH  
± /DERU &RGH  
‡ <RXU 'LVWULFWV 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\ UHVSQVLELQW\ RU GLVFUHWLRQ  
WR OHDG RWKHUV  
‡ 7KR VH ZLWK SXUO\ FOHULFDO RU UHFRUG NHSLQJ  
UHVSQVLELQW\ 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 +DUDVVPHQW 'LVFULPLQDWDGRQDFQRUNSDDEHDLR  
:HVW 9DOOH\ 0LVVLRQDGRQDFQRUNSDDEHDLR

Presented by: Laura Schulkind

3\$%86,9( &21'8&7' Y  
 ,/( \*\$/ +\$5\$660(17  
 ‡ +DUDVVLQJ FRQGXFV LV GLUHFVHG DW VRPHRQH V  
 PHPEHUVKLS LQ D SURWHFVHG FODVVLILFDWLRQ  
 ‡ +DUDVVPHQW LV LOOHJDO  
 ‡ 3\$EXVLYH &RQGXFV' LV 127 GLUHFVHG DW  
 VRPHRQH V 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  
 SHUVRQ V ZRUN

---

---

---

---

---

---

---

---

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

---

---

---

---

---

---

---

---



3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWDGHPDQGRUNSDDEHDLR  
:HVW 9DOOH\ 0LVVLRQOORIBFXQLWU&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  
LQFRQVWVHQW 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 SaDW 0  
> & & 5 VHF E F H @



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

Presented by: Laura Schulkind

3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWDGHPDFQRUNSDDEHDLR  
:HVW 9DOOH\ 0LVVLRQDORRFXQLWU&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

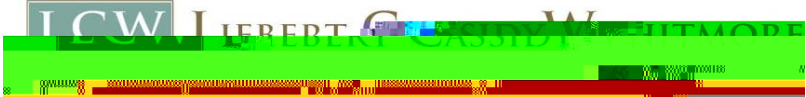
348,' 352 482' +\$5\$660(17

‡ -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  
8QZHOFPH  
‡ 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 VXSHUYLVRUV DQG VXERUGLQDWHV RU  
HGXFWRUV WRXG: HQRW "IRU ORQJ  
‡ ,QYLWDWLRQV WR OXQFK GULQNV RU GLQQHU  
‡ 5HIHUHQFHV WR DSSHQDQFH 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.

---

---

---

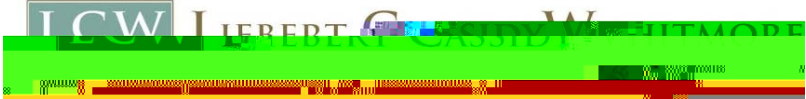
---

---

---

---

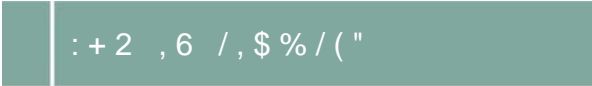
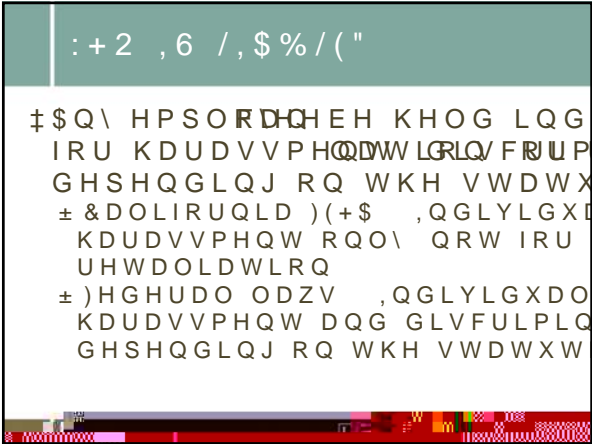
---



3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWDGRDFQRUNSDDEHDLR

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

Presented by: Laura Schulkind





3UHYHQWLQJ +DUDVVPHQW 'LVFULPLQDWDGHPDQGRUNSDDEHDLR  
: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 UHPHGLDWH 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 UHPHGLDO  
PHDVXUHV RIIHUHG  
‡ 7DNH VWHSV WR SUHYHQW IXWXUH YLRODWLRQV VXFK DV  
± 7UDLQLQJ  
± 5HSXEOLVK XSGDWH 'LVWULEW\ 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 GLVWULFW\ SROLF\

---

---

---

---

---

---

---

---



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

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 'LVFULPLQDWDGRDGR UNSDDEH WLR  
:HVW 9DOOH\ 0LVVLRQORRFX'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 DGGUHV LV

---

---

---

---

---

---

---

---

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

---

---

---

---

---

---

---

---

