

SBC LTER Reporting Guidelines for Incidents involving Sexual Violence or Sexual Harassment
(Developed in consultation with Ariana Alvarez, UCSB Title IX Officer and Director)

As employees of academic institutions in the US and participants in a federally-funded project, participants are bound by the requirements and expectations of Title IX, which states (in part) “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Title IX applies to our behavior toward each other, toward non-SBC LTER scientists, and toward anyone else we encounter on or off the UCSB campus and in association with UCSB programs, activities or events, including conferences and workshops. While Title IX no longer covers conduct that occurs outside of the United States, the UC’s Sexual Violence and Sexual Harassment (SVSH) Policy does address such conduct.

Instances of sexual violence or sexual harassment involving SBC LTER associated personnel should be reported immediately to the Institutional Title IX Officer representing each individual directly involved in the incident. For example, Person A of Institution X reports an incident of sexual harassment involving Person B of Institution Y. The incident should be reported to the Institutional Title IX Offices at both Institution X and Institution Y. The institution of the complainant (victim - Person A) is obligated to provide support resources and interim measures, while the institution of the respondent (accused - Person B) is responsible for determining the most appropriate response/s and any possible sanctions in response to the reported behavior or incident. Additionally, a copy of the incident report should be sent to the Title IX Office of UC Santa Barbara as the principal administering campus of the SBC LTER site. This report can be submitted [here](#).

Any individual formally associated with the SBC LTER site, i.e. PIs, named investigators, technicians, or other paid staff members, who is required to report on instances involving sexual violence or sexual harassment by their home institution must report any instance of sexual violence or sexual harassment observed or reported to them to the SBC LTER Lead PI. In such cases involving the SBC LTER Lead PI, reporting may be made directly to the SBC LTER Lead-PI’s Institutional Title IX Office (presently UCSB).

NSF’s statement on harassment is available here: https://www.nsf.gov/news/news_summ.jsp?cntn_id=137466

Contact Information for Title IX Offices on campuses involved with the SBC LTER:

University of California, Santa Barbara – SBC LTER Lead Campus
Title IX & Sexual Harassment Policy Compliance Office
3211 Phelps Hall
Mail Code 2060
Santa Barbara, CA 93106-2060
Website: <https://titleix.ucsb.edu/>

Online reporting link: <https://uctitleix.i-sight.com/portal> Phone: (805) 893-2701

University of California, Los Angeles

UCLA Title IX Office

Los Angeles, CA 90095

Website: <https://sexualharassment.ucla.edu/>

(310) 206-3417

Online reporting link: <https://sexualharassment.ucla.edu/filing-a-report>

University of Virginia

Office for Equal Opportunity and Civil Rights

O'Neil Hall, Room 037

P. O. Box 400211

445 Rugby Road

Charlottesville, VA 22904

(434) 297-7988 (Title IX)

titleixcoordinator@virginia.edu

Website: <https://eocr.virginia.edu/title-ix>

Online reporting link: <https://eocr.virginia.edu/file-complaint>

Florida State University

Office of Title

Kellogg Research Building

108 S. Copeland Street Suite 232

Tallahassee, FL 32306-1340

Website: <https://knowmore.fsu.edu/>

Online reporting link: [https://cm.maxient.com/reportingform.php?](https://cm.maxient.com/reportingform.php?FloridaStateUniv&layout_id=1)

[FloridaStateUniv&layout_id=1](https://cm.maxient.com/reportingform.php?FloridaStateUniv&layout_id=1)

NSF Statement on harassment
January 25, 2016

This material is available primarily for archival purposes. Telephone numbers or other contact information may be out of date; please see current contact information at media contacts.

The National Science Foundation (NSF) joins with other leading U.S. scientific organizations to emphasize its strong commitment to preventing harassment and to eradicate gender-based discrimination in science.

In light of recent, multiple reports of sexual harassment in science, NSF reiterates its unwavering dedication to inclusive workplaces. NSF does not tolerate sexual harassment and encourages members of the scientific community who experience such harassment to report such behavior immediately.

As the primary funder of fundamental science and engineering research in the U.S., NSF supports researchers and students at the forefront of their fields -- each of whom deserves to be treated fairly, with dignity and respect.

Not only is a discrimination-free environment the right setting for all people, it also fosters important learning, mentoring and research that are imperative to the advancement of science. NSF holds responsible the 2,000 U.S. colleges, universities and other institutions that receive NSF funding and requires their implementation of Title IX protections. And NSF encourages NSF-funded researchers and students to hold colleagues accountable to the standards and conditions set forth in Title IX, and to inform their institution of violations.

For any NSF-funded entity that fails to adhere to Title IX, NSF will work with the Departments of Justice and Education to ensure compliance with nondiscrimination laws. NSF may terminate funding to any institution found to be in noncompliance with Title IX regulations and that does not voluntarily come into compliance.

In FY 2015 alone, NSF directly supported nearly 300,000 researchers, post-doctoral scientists, graduate students, trainees, teachers and students, as well as 1,700 employees. This scientific community creates the knowledge that drives the American economy and bolsters national security. Therefore, NSF will take all appropriate actions to ensure Title IX compliance.

People at NSF-funded institutions who experience, or witness harassment should either contact their Title IX Coordinator or NSF's Office of Diversity and Inclusion.

Visit NSF.gov for more information on NSF's policy on the prevention of harassment. Additional resources and the definition of harassment can be found here.

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NATIONAL SCIENCE FOUNDATION
OFFICE OF THE DIRECTOR ARLINGTON, VA 22230
STAFF MEMORANDUM
OD 15-03
March 16, 2015
ADMINISTRATION AND MANAGEMENT

SUBJECT: Policy Statement on the Prevention of Harassment

It is the policy of the National Science Foundation (NSF) that all employees should be able to work in an environment that is free from harassment. As Director and Chief Operating Officer, we want to ensure a work environment that is respectful of human dignity and conducive to maximum productivity. NSF will not tolerate harassment in the workplace.

Harassment is prohibited by Federal law, and is defined as any unwelcome verbal or physical conduct based on race, color, religion, sex (includes sexual harassment and discrimination based on pregnancy), disability, age, national origin, sexual orientation, and protected genetic information that is so objectively offensive as to alter the conditions of the individual's employment. Harassment unreasonably interferes with an employee's performance, and can create an intimidating, hostile, or offensive work environment. Furthermore, any retaliation against an individual who has brought forth a complaint alleging harassment is similarly unlawful.

Sexual harassment is a concern that deserves special mention. Federal guidelines and case law define sexual harassment as including "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature" not only when the conduct is made as a condition of employment ("quid pro quo" harassment), but when the conduct creates an intimidating, hostile, or offensive working environment.

NSF employees who feel they are being harassed by supervisors, co-workers, or customers should make it clear to the individual(s) that such behavior is offensive and unwelcome. They should immediately report this behavior to an appropriate management official in the organization in which the incident occurred or to the Office of Diversity and Inclusion (ODI). Also, management officials who receive any allegations of harassment should consult with ODI for guidance.

The confidentiality of employees bringing forth complaints of harassment will be protected to the extent possible. In accordance with the equal employment opportunity (EEO) complaint process, all allegations of harassment will be promptly and thoroughly investigated. NSF will take actions necessary to ensure that these matters are addressed swiftly, fairly, and effectively.

We know that you will support NSF's continuing commitment to exhibit the highest level of professional behavior and courtesy that each of us deserves.

France A. Córdova
Director

Richard O. Buckius
Chief Operating Officer

Distribution: All employees

Originating Unit: Office of Diversity and Inclusion

Replaces: OD 13-03