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# Addressing DEI Concerns/Incidents at Bodega Marine Laboratory

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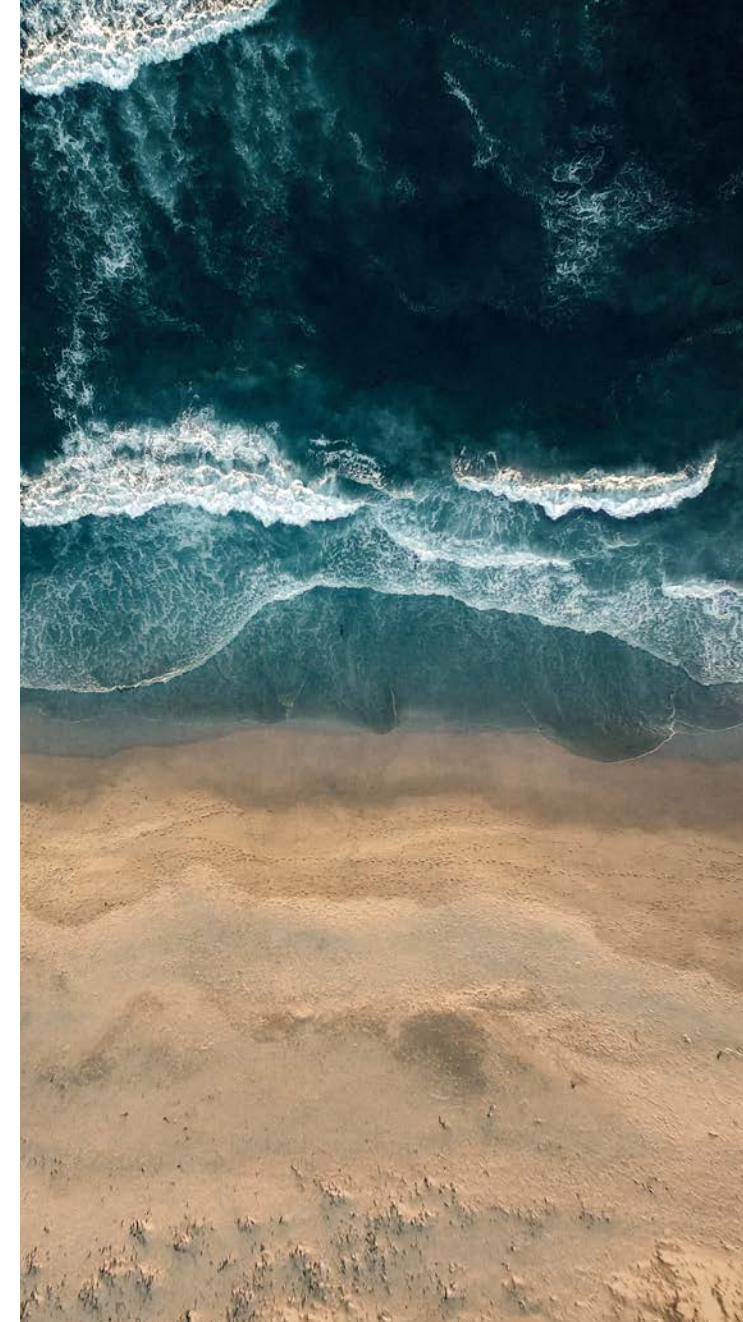
# Confidential Resources and Support

Resources at UC Davis can be sorted by four parameters: confidentiality, university affiliation(s) served (student, faculty, staff), issue specialties (sexual harassment), and community identities they focus on (LGBTQIA, women). We recommend choosing the office that serves your affiliation and that you are most comfortable with.

Whether a resource is confidential can depend on the concern at hand.

## **Confidential resources for for ALL concerns (including sexual harassment, sexual violence, and discrimination & harassment on the basis of a protected identity)**

- [Academic and Staff Assistance Program \(ASAP\)](#): ASAP offers confidential, cost free assessment, intervention, consultation and referral services to all UC Davis and UC Davis Health faculty, staff and their immediate families.
- [Ombud's Office](#): The UC Davis Ombuds Office is a confidential, independent, impartial, and informal problem-solving and conflict management resource for all members of the UC Davis and UC Davis Health campus communities.
- [Student Health and Counseling Services](#): Student Health and Counseling Services works to enhance the physical and mental health of students in order to help them achieve academic success, personal development and lifelong wellness by providing an integrated program of quality, accessible, cost sensitive and confidential healthcare services.







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# Conditionally Confidential Resources

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## **Confidential resource specifically for addressing sexual harassment and sexual violence**

- CARE: CARE provides confidential, free, advocacy, support, and healing services to survivors of sexual harassment and all forms of sexual violence, including sexual assault, intimate partner violence, and stalking. CARE services are available to any UC Davis affiliate, including undergraduate students, graduate and professional students, faculty, academic appointees, and staff.

## **Resources that are confidential for concerns of sexual harassment and sexual violence, but NOT confidential for other forms of discrimination and harassment.**

- UC Davis Women's Resources and Research Center (WRRC): The WRRC challenges all forms of oppression, through the lens of gender equity. The WRRC provides education, advocacy, resources, and a safe space that centers the experiences of womxn, transgender, femme, and nonbinary individuals.
- UC Davis Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual Resource Center Resource Center (LGBTQIA Resource Center): The purpose of the Center is to provide an open, safe, inclusive space and community that is committed to challenging sexism, cissexism/trans oppression/transmisogyny, heterosexism, monosexism, and allosexism.





# Non-Confidential Resources

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At UC Davis we are committed to a safe workplace. The [Harassment and Discrimination Assistance and Prevention Program \(HDAPP\)](#) processes all reports of discrimination, harassment, sexual harassment, and/or sexual violence. You may report concerns directly to HDAPP, but the information is not confidential. You can report to HDAPP anonymously.

You may also approach a Responsible Employee (RE). REs are individuals who are required to report concerns of sexual harassment/sexual violence and/or discrimination/harassment to HDAPP, regardless of your preferences after sharing information with them. Whether a UC Davis employee is an RE depends on the type of discrimination they become aware of:

## **For student concerns of sexual harassment and sexual violence, RE's are:**

- ALL UC Employees
- Includes student employees!

## **For staff and faculty concerns of sexual harassment, sexual violence, harassment or discrimination, RE's are:**

- Human Resources Administrators, Academic Personnel, and Title IX Professionals
- Managers and Supervisors including Deans, Department Chairs, and Directors of Organized Research Units
- Faculty members



# The Role of the UC Davis Office of Diversity, Equity and Inclusion

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The [UC Davis Office of Diversity, Equity and Inclusion](#) is a relatively new office that combined functions of four previously existing offices. The DEI teams builds capacity across UC Davis and is an excellent hub for learning about UC Davis DEI:

- Resources
- News
- Events
- Training
- Initiatives
- Policy

You can also approach members of the Office of DEI as an individual for advice on a specific concern, however, they are **not a confidential resource** and thus most employees are required to report all forms of harassment to HDAPP.

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# Getting DEI Help at BML

The following is a decision tree to help you decide how to address DEI issues at BML.

