

Visual Arts and Campus Procedures for Addressing Harassment, Bias and Discrimination, and Anti-Racism Resources

General Departmental Procedures

The UC San Diego Department of Visual Arts aspires to be a community that values and practices equity in working, teaching and learning for all faculty, staff and students. As noted at the beginning of this document, we aim to uphold the [UCSD Principles of Community](#) as well as the [Faculty Code of Conduct](#) and ensure a safe and productive work environment for all. The following are procedures for reporting incidents of harassment, bias and discrimination for all faculty, staff and students in the Visual Arts Department. These include direct lines of communication to the University's Title IX Officer; a timeline for action and a mechanism of accountability. As employees of UCSD it is our responsibility to report harassment, bias and discrimination to the [Office for the Prevention of Harassment & Discrimination](#) (OPHD). Faculty, staff and students may contact OPHD directly.

Faculty, staff and students may contact the following Departmental personnel directly for confidential consultation. This may include both formal complaints and local climate or personnel issues.

We encourage anyone who has experienced or witnessed bias, harassment or discrimination in the Department to notify the Visual Arts Faculty Advisor for Equity, Diversity and Inclusion, the Chair or the Chief Administrative Officer (CAO) immediately, through e-mail, phone message or meeting.

- The Department of Visual Arts Faculty Advisor for EDI
Ricardo Dominguez 2020-2021: va-edi@ucsd.edu
- The Department of Visual Arts Chair
Amy Adler 2020-2021: (858) 534-4946 or aadler@ucsd.edu
- The Department of Visual Arts CAO
Laura Martin (858) 534-3740 or lauramartin@ucsd.edu

If you are uncomfortable approaching the Chair, or any other Departmental faculty or staff, with your concerns you can also approach the Division of Arts and Humanities directly:

- Cristina Della Coletta, Dean of Arts and Humanities dean-ah@ucsd.edu
- Professor Luis Alvarez, Equity, Diversity and Inclusion Faculty Equity Advisor (858) 534-6270 or l2alvarez@ucsd.edu.
- Alma Palazzolo, Assistant Dean of Arts and Humanities alma@ucsd.edu

We will make every effort to respond as soon as possible, usually with 24 hours. We will provide available resources and assist with any subsequent steps. All conversations will be 100% confidential unless agreed otherwise.

There are several offices on campus that can advise you regarding incidents of discrimination, racism and sexual harassment, or concerns about the handling of personnel files. We've listed several of these below.

Additional Campus Resources

The Office for the Prevention of Harassment and Discrimination is UC San Diego's Title IX office and coordinates compliance with the federal law that prohibits sex discrimination in educational institutions. Individuals who wish to bring a complaint alleging a violation of Title IX of the Education Amendments of 1972 may contact the director of the OPHD, who also serves as the campus's Title IX officer.

Michael Diaz, Director/Title IX Officer
University of California San Diego
(858) 534-8298 E-mail: ophd@ucsd.edu

University Policies on Nondiscrimination, Sexual Harassment, and Sexual Violence

Below are a list of additional resources and contacts for addressing incidents of bias, harassment, racism and sexism in the department and on the campus, along with grievance procedures for faculty who feel that their advancement or promotion process has been unfairly handled. As with all the materials listed here, these are only partial digests, intended to provide a general overview of campus policies and procedures. Always be sure to conduct additional research, using the links below as well as the APM and PPM links provided above.

Equity, Diversity and Inclusion Resources from the Division of Arts & Humanities

- General listing of links and sources within the Division and across the campus
<https://artsandhumanities.ucsd.edu/diversity/index.html>
- One-page listing of campus resources for Equity, Diversity and Inclusion issues
https://artsandhumanities.ucsd.edu/files/edi/Arts-Humanities_EDI-resources.pdf

UC and UCSD Policies for Harassment and Discrimination Incidents

- UCSD Policy for Reporting and Responding to Sexual Violence and Sexual Harassment
<http://adminrecords.ucsd.edu/PPM/docs/200-19.html>
- UC system Policies on Sexual Violence and Sexual Harassment
<https://policy.ucop.edu/doc/4000385/SVSH>

- PPM Procedures for Discrimination and Harassment Complaint Resolution
<http://adminrecords.ucsd.edu/ppm/docs/200-23.html>

Anti-Racism Resources

- The Office for Equity, Diversity, and Inclusion (EDI)
<https://diversity.ucsd.edu/anti-racism-resources/index.html>
- Center for Faculty Diversity and Inclusion (offers mediation)
<https://facultydiversity.ucsd.edu/>

Support, Guidance and Mediation Resources

- The Faculty and Staff Assistance Program
<https://blink.ucsd.edu/sponsor/hr/divisions-units/fsap.html>
FSAP is a confidential service designed to help campus employees and the members of their immediate household resolve concerns that may be affecting personal well-being and/ or job performance.
- UCSD Ombuds Office
<https://ombuds.ucsd.edu/>
The Office of the Ombuds provides a confidential, safe space for students, staff, and faculty to talk about concerns and problem-solve issues arising from interpersonal and group conflict.

Resources for Whistleblowers

- UCSD Whistleblower Hotline
https://blink.ucsd.edu/_files/research-tab/amas/UCSD_Whistleblower_Poster.pdf
- UCSD Whistleblower Protection Policies (PPM 200-14)
<http://adminrecords.ucsd.edu/ppm/docs/200-14.html>

Policies and Procedures for Incidents of Retaliation

As noted by the Office for the Prevention of Harassment and Discrimination (OPHD), threats, other forms of intimidation, and retaliation against a faculty member, student, or staff employee for bringing a complaint of harassment or discrimination or for assisting another in bringing a complaint are prohibited. Retaliation is itself a violation of UC San Diego policy and applicable law, and is a serious offense. Complaints of retaliation may be brought through the nondiscrimination or sexual violence and sexual harassment complaint resolution procedures. Acts of retaliation may result in discipline. The guidelines for responding to incidents of retaliation are outlined in the PPM document

“Protection of Whistleblowers from Retaliation: UCSD Implementing Procedures,” which is contained here: <http://adminrecords.ucsd.edu/ppm/docs/200-14.html>

Personnel Action Grievance Procedures

- Academic Senate grievance guidelines related to personnel actions (files, advancements and promotions)
<https://senate.universityofcalifornia.edu/bylaws-regulations/bylaws/blpart3.html#bl335>
- APM grievance guidelines related to personnel actions (files, advancements and promotions)
<https://www.ucop.edu/academic-personnel-programs/files/apm/apm-140.pdf>