

**APPENDIX O**  
**UCSC PROCEDURES FOR ENSURING ADEQUATE**  
**PROTECTION FROM RETALIATION OR INTIMIDATION FOR**  
**COMPLAINANT(S), WITNESS(ES), AND OTHER INDIVIDUALS**  
(Updated July 14, 2015)

The following university administrators have designated responsibility for ensuring adequate protection from retaliation or intimidation for complainant(s) and witness(es) and other individuals pending investigation and resolution of cases involving hate or bias, harassment, physical abuse, sexual harassment, sexual assault, rape or any other conduct which threatens the health or safety others: **college administrative officers, associate college administrative officers, director of Family Student Housing, managers of UTC, dean of Graduate Studies and Research, Title IX Officer, University Police, assistant dean of students or designee, associate vice chancellor, dean of students, associate vice chancellor-Colleges, Housing and Educational Services or designee, and EEO/AA (for complaints regarding employment issues).**

In collaboration with the Title IX Officer and/or the Assistant Dean of Students or designee, the appropriate university administrator will arrange for the interim protection from retaliation or intimidation for involved individuals pending the investigation and resolution of the alleged misconduct. [For students in residence, this may include relocating the accused student to housing in another residential facility that removes the accused from the proximity of the complainant(s) and/or witness(es). Reference: *UCSC Bias Incidents/Hate Policy & Procedures*, the *UCSC Policy on Sexual Assault, Dating Violence, Domestic Violence and Stalking* and the *UC Policy on Sexual Harassment*.] The University Police will be involved in assisting the appropriate campus administrators to ensure adequate interim protection in any manner consistent with the responsibilities of law enforcement officers on a university campus.

If conditions warrant removal of a student from the campus, the student will be placed on Interim Suspension/Interim Action (see Section 105.08) pending investigation of the case. Interim Suspension/Interim Action can include: (1) full restriction/exclusion from the campus; (2) restriction/exclusion for all but academic and administrative business; (3) restriction from all residential and recreational facilities on the campus; (4) full restriction from the college(s) of affiliation for the complainants(s) and witness(es); and (5) any combination of the foregoing. The Assistant Dean of Students or designee will also ensure that complainant(s), witness(es), or involved individuals are notified of those interim restrictions, as permitted by law, of which she/he/they must be aware in order for the restrictions to be effective .

As administratively appropriate, the Assistant Dean of Students or designee will serve to ensure cooperation with local law enforcement agencies and the Office of the District Attorney for all cases that have been reported to the University Police for felony investigation and prosecution

All reports of violations of Interim Suspension restrictions, disciplinary sanctions, no contact directives, and/or resolution agreements will be reported to the Assistant Dean of Students or designee. It is the responsibility of the Assistant Dean of Students or designee to inform and advise the Associate Vice Chancellor, Dean of Students/Associate Vice Chancellor, CHES

and/or the Title IX Officer or other administrative officers as appropriate of any violations and to ensure that said restrictions, sanctions, directives and agreements are followed. If they are not, additional and/or more severe disciplinary action will be taken (see Sections 105.00).