Educational and Development Opportunities for Academics

At UC Davis, many opportunities exist to increase your understanding of sexual harassment; gain skills to improve the climate in your lab, unit or department; and support others in improving the climate in your shared work and learning environments.

Sexual Harassment Workshops for You

UC Davis offers both in-person and on-line opportunities to satisfy AB-1825, the California law requiring at least two hours of sexual harassment prevention training for supervisors within the first six months of hire, and every two years thereafter. At UC, this training is required of all academics, supervisors, and other designated officials. If you are new to UC, or have not taken the course during the past two years, you will receive an email on how you can fulfill the requirement either online or in-person. You must complete the training within 90 days of receipt of the email.

Online Course

If you have questions about the on-line course sponsored by UCOP, please contact Kelly Crabtree at Staff Development and Professional Services, (530) 752-8631, kacrabtree@ucdavis.edu.

In-person Workshops

If you prefer to participate in an in-person training session, you have several options: Sexual Harassment Prevention for Academics, Sexual Harassment and Discrimination: Prevention for Supervisors, or Sexual Harassment and Discrimination: Advanced Topics. All of these classes fulfill the AB-1825 requirement.

Sexual Harassment Prevention for Academics covers how to prevent and handle complaints regarding sexual harassment and other forms of discrimination, but focuses on issues most common to faculty and other academic supervisors. Discrimination and sexual harassment will be defined, responsibilities of faculty and other academic supervisors will be discussed, and strategies for preventing and resolving sexual harassment and discrimination complaints will be explored. The workshop is interactive and includes role play exercises. Length: 2.5 hours. Register at Staff Development and Professional Services.

In Sexual Harassment and Discrimination: Prevention for Supervisors, definitions of discrimination and sexual harassment are discussed, responsibilities of supervisors are analyzed, and strategies for resolving and preventing sexual harassment and discrimination complaints are explored. The workshop is interactive. Length: 2.5 hours. Register at Staff Development and Professional Services.

In Sexual Harassment and Discrimination: Advanced Topics, we focus on sexual harassment prevention using lessons learned from actual cases. This course is designed for UC Davis supervisors who have already taken the UC
online sexual harassment prevention training or who have previously participated in a sexual harassment prevention workshop at UC Davis. Length: 2.5 hours. Register at Staff Development and Professional Services.

Sexual Harassment Education for Your Unit, Department or Organization

We are happy to offer sexual harassment presentations and workshops tailored to the unique needs of your lab, unit, or department. In most cases, we require a minimum of 15 participants. Length: variable. Call 752-9255 to schedule a workshop.

Enhancing Your Skills as a Supervisor

Improving your supervisory skills can help you prevent and better manage sexual harassment in your workplace.

The Academic Personnel unit of the Offices of the Chancellor and Provost offers monthly brown bags for new faculty on topics such as managing labs and mentoring graduate students. It also hosts an all-day workshop every fall for new faculty to help them get started on building a successful career; this course covers the faculty code of conduct. Academic Personnel also provides multiple opportunities for department chairs: a two-day training program, a brown bag series, and a six-day leadership development program.

Staff Development and Professional Services offers a broad array of supervisory development workshops. Many of these focus on improving communication skills, such as “Effective Communication in the Workplace” and “Having Difficult Conversations”. Other related courses range from “Conflict Management for Supervisors” to “Leading Change in Your Department”. The Office of Campus Community Relations offers “Leadership and Managing in a Multicultural Community”.

Improving Your Work Climate

UC Davis offers many other opportunities to learn and practice skills for maintaining an inclusive, harassment-free environment.

The Office of Campus Community Relations offers opportunities in both the “Cross-Cultural Competence Certificate Series” and “Understanding Diversity Certificate Series”. The former includes courses on topics such as “Intercultural Communication and Competence” and “Communication Across Gender in the Workplace”. The latter series covers issues such as “Understanding Religious Differences” and “Understanding Generational Differences”, among other topics. Also, the OCCR offers customized trainings on diversity issues for individual units.

“Safe Zone” is a two-part course on how to make work spaces more welcoming for lesbian, gay, bisexual, transgender, and intersex people. “Transgender Safe Zone” focuses on making work spaces more welcoming for transgender people in particular.
Staff Development and Professional Services offers a new online course, “Living the Principles of Community”. Other relevant courses include “Disability Management for Supervisors” and “Stress Resilience During Tough Economic Times.”