



# UCI School of Education

## Collegial Conduct



### Expected Behavior

- All people including faculty, staff, students, and visitors, are to be treated with respect and consideration, because we value a diversity of views and opinions
- Be considerate, respectful and collaborative
- Be mindful of your surroundings and the people around you. Alert UCI personnel if you notice a dangerous situation or someone in distress
- If you witness unacceptable behavior, speak up when it happens and/or report it afterward

### Unacceptable Behavior

- Any conduct which has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive environment
- Physical or verbal abuse of anyone, including students, faculty, staff, or visitors
- Disparaging comments related to gender, gender identity, sexual orientation, visible and non-visible disability, physical appearance, age, socio-economic status, veteran status, race, creed, color, religion, ancestry, national origin, marital or domestic partnership status, or other protected characteristics
- Harassment, intimidation or discrimination in any form ([Read More](#))
- Unwelcome physical contact
- Inappropriate use of nudity and/or sexual images or discussion of private sexual experiences that are deemed offensive ([Read More](#))

### Reporting & Resolving Incident

If you encounter unacceptable behavior, please document it and report it to at least one of the following people who are required to follow up on your complaint. Although they will strive to respect your privacy, they cannot guarantee your anonymity. Note that as Responsible Employees, these individuals would be required to report to OEOD reports of discrimination or sexual harassment.

- [Elizabeth Peña](#), School of Education, Associate Dean for Faculty Development & Diversity
- [Young-Suk Kim](#), School of Education, Senior Associate Dean
- [Sandra Simpkins](#), School of Education, Professor, Equity Advisor
- [Rossella Santagata](#), School of Education, Professor, DECADE Faculty Mentor
- [Phong Luong](#), Graduate Division Counselor
- [Tierney Anderson](#), Interim Title IX Officer for formal or informal assistance with complaints of sexual harassment and sexual violence.
- [UCI Office of Equal Opportunity and Diversity](#) (OEOD) for formal or informal assistance with complaints of discrimination. Additionally: (949) 824-5594, or <http://www.oiod.uci.edu> for more information, including on-line reporting.

### Confidential Resources

If you wish to remain **strictly confidential**, you can seek advice or help from these campus sources:

- [Counseling Center](#) -- Open to all students associated with UCI, and useful especially in cases of emergencies: 949-824-6457.
- [Ombudsman's Office](#) -- An alternate channel to discuss complaints, concerns or problems confidentially in a neutral environment: MSTB 205, 949-824-7256.
- [Employee Assistance Program](#) (EAP) -- For staff, postdoctoral researchers and faculty. Available 24/7: 949-824-3273.
- [UCI Campus Assault Resources and Education](#) (CARE) -- Provides counseling, consultation and a variety of services free of charge to enrolled students: 949-824-7273.
- [Campus Climate](#) -- A climate reporting website that allows anonymous on-line reports. Report acts of intolerance here.