Berkeley Organization Advising & Student Involvement Services

RSO Sexual Violence and Sexual Harassment (SVSH) Prevention & Response Policy

REVISED 9/8/26

Here's language that Berkeley's Path to Care Center and Organization Advising and Student Involvement Services (OASIS), in partnership with the ASUC, OPHD/Title IX, Center for Student Conduct, and Student Advocate's Office suggests RSOs include in their bylaws:

1. We, **RSO**, adhere to the definitions of types of sexual violence and harassment (SVSH) as they are described in the UC SVSH policy, found at Sexual Violence and Sexual Harassment Policy.
2. This policy exists to 1) prevent violence and harm from happening, and 2) have practices in place for **RSO** members and leadership to follow should an incident or allegation of SVSH occur. We are committed to believing and supporting survivors of violence, and to doing everything in our power to prevent harm from happening to people associated with our **RSO**.
3. In order to prevent SVSH:
    a. Highly encouraged prior to the organization's first general meeting, institute, or annual retreat, RSO leadership will schedule and attend a workshop by the PATH to Care Center. This training will provide leadership with information about how to respond to disclosures in their RSO with care and concern, how to actively cultivate a culture that prevents SVSH from occurring and supports survivors, and the resources available to them on campus for reporting or confidential support. **How to schedule: Fall 2026 Sign up Form**
    b. Based on the training **RSO** leadership receives from the PATH to Care Center, leadership will facilitate conversations with their RSO members at the beginning of the academic year/semester about 1) community agreements and expectations in terms of behaving in appropriate and respectful ways, and 2) RSO's SVSH response policy should an incident or allegation occur.
    c. All RSOs are required to send 1 member to receive this training every year, even if they are returning participants.
    d. In addition to the Path to Care workshop, RSO will have 4-8 members complete the OASIS Signatory Training annually. This training includes a module on Preventing and Responding to SVSH in RSOs.
    e. Connect with your OASIS Advisor if/when RSO would like additional support in order to connect or be referred to OPHD**.** [As a reminder OASIS Advisors are Responsible Employees, not a confidential resource. According to the University of California Policy on Sexual Violence and Sexual Harassment (UC SVSH Policy), Responsible Employees have certain reporting obligations. If

they learn of conduct prohibited under the UC SVSH Policy during the course of their work (“Prohibited Conduct”), they must promptly notify OPHD."]

4. In order to respond to SVSH:
    a. RSO Leadership will provide all RSO members with basic information about PATH to Care's services and contact information for the Title IX Officer in OPHD. The SVSH Response Quick Guide and NORO (Notice of Rights and Options) documents will also be provided to all members of the RSO.
    b. Should any RSO leader, signatory, or general member become aware of a possible incident or allegation, they can be expected to respond with care and concern, based on the training received from the PATH to Care Center, and as outlined in the Signatory Training bCourse. They can be expected to have knowledge regarding the campus resources available to students, both for confidential support and/or supportive measures/reporting through OPHD and/or local law enforcement where the allegation occurred.
    c. Individuals (RSO leadership or general members) will not attempt to investigate or determine whether an SVSH incident actually occurred. RSO leadership is advised by campus not to remove a member for SVSH allegations. Resolution processes (formal and informal) and supportive measures are available through OPHD/Title IX to ensure appropriate due process and support for all involved parties. If RSOs operate independently to discipline members outside of the SVSH process, there are liability risks under Title IX and the Violence Against Women Act (VAWA).
    d. Any survivor or support person can reach out to the PATH to Care center as soon as possible, where they can consult with an advocate about safety concerns, and options, how to support those involved, and other resources. Please note that PATH to Care will only outreach directly to individuals if we have their explicit permission to do so.
    e. If a general member or leader of our RSO is named as a respondent in an SVSH allegation, these are the options we may pursue to address the situation:
        i. If the survivor wishes to suspend, remove or have no contact with the respondent, the survivor should contact OPHD/Title IX to discuss options. OPHD/Title IX can ensure we are engaging in appropriate due process and exploring available resolution options. If a complainant wishes to pursue an investigation, supportive measures may include removing the respondent during the investigation. Alternatives to investigation, such as Alternative Resolution, could be employed to remove a member quickly. Additionally, a No Contact Directive may be issued to ease the

complainant's concerns about having to engage with another member. These are things that can only come from OPHD/Title IX. Exploring options does not obligate anyone to a particular pathway, and conversations can even happen anonymously if there are confidentiality concerns.

ii. If other members of the RSO have concerns about a member's conduct toward another member and wish for the university to take action to address it (e.g. temporarily suspending or removing a member for SVSH allegations), they should contact OPHD/Title IX via email at: ask_ophd@berkeley.edu to discuss options. It is important not to take action that might harm a survivor, and OPHD can work directly with the survivor to understand their wishes and balance the RSO's concerns. If a survivor does not wish to take any action, it is important for the RSO to respect that request. Note that allegations against members of an RSO that do not concern other members of the RSO or university community will NOT likely result in any policy violation. A targeted educational conversation (TEC) with the respondent facilitated by OPHD is an option to address allegations in an informal manner.

iii. Continue to consult with a PATH to Care Center advocate to seek guidance on safety measures and wellbeing resources for those affected by the respondent.

5. **RSO** leadership will consult with the PATH to Care Center and OPHD at least every academic year to review and edit, as necessary, this prevention and response policy.