



18 December, 2017

Dear Dr. Latta,

Thank you so much for reaching out to UC Berkeley's Office for the Prevention of Harassment and Discrimination (OPHD) regarding your experiences as a Berkeley graduate student in the 1980's. We appreciate the trust you placed in us by coming forward. We know it is not easy.

It is our goal to ensure that any current faculty member, staff or student found to have violated our policies is held accountable, no matter how much time has passed. Our review of this particular case shows that the parties involved are long gone from our campus, which limits our ability to investigate and adjudicate the case.

This limitation does not, however, diminish the concern we feel regarding the events you recount, nor our regret for your suffering. And while we cannot seek to take disciplinary action against individuals who are no longer within our reach, we can do everything in our power to seek to support and assist your emotional well-being as you reflect on your experiences.

We understand the trauma and emotional toll that sexual harassment and sexual assault can take and we understand that it carries the potential to harm an academic career. It is not at all unusual for survivors to come forward with their stories a significant amount of time after the events occurred. You are not alone in this. We fully understand why that may occur.

We want you to know that our PATH to Care Center, whose trained staff provide confidential support to survivors, is available to you even now. Any information you share with the PATH to Care staff will be kept in complete confidence (not shared with OPHD or with campus leadership).

We can't go back in time and change the painful experience that you've shared with us. But we can share with you that our campus (and the whole UC system) has acknowledged the need to do much better in preventing and responding to sexual violence and sexual harassment (SVSH), and that our approach has truly transformed in the past 30 years. We needed to improve our processes, and we have, though there is of course still important work left to do.

In 1985 there was one Title IX coordinator (a faculty member) on campus. Now there is a full Title IX office (OPHD), staffed by eight highly-trained investigators with professional expertise in trauma-informed practices.

Our campus now offers a variety of confidential resources to support survivors of SVSH. The first point of contact for many is the PATH to Care Center, staffed by eight experienced practitioners who offer confidential support to survivors and ensure rights and options in a safe, caring, and nonjudgmental environment. PATH to Care Center also leads our campus prevention efforts. In addition to connecting with PATH to Care Center for support, you could also meet

with their Director, Mari Knuth-Bouracee, to share ideas for campus prevention and survivor support efforts.

Campus (and UC systemwide) adjudication structures have been recently transformed. Even in the last two years we have installed important new policies and procedures, especially regarding faculty. UC and campus leadership, including our current Chancellor, are very attuned to the importance of preventing SVSH, of supporting survivors, and of making the adjudication process fair and transparent.

We recognize that there is still more to be done, and we continue to work at it. We recognize and regret that survivors were not always supported well in the past. The best way we know to honor them is to learn from their stories, to continue to improve our process for supporting survivors, and to do our best (through training and changing social norms) to prevent future violence and harassment from occurring. Today, all new students and employees take mandatory training in SVSH prevention and response; employees must renew this training every year or two, and there are additional regular training requirements for faculty and supervisors. My office and the PATH to Care Center, among others, work with academic departments to create healthy environments in which SVSH is not tolerated.

Again, I want to warmly thank you for being willing to share your difficult experience with our campus and with the community more broadly. Please feel free to reach out to the PATH to Care Center, to OPHD, or to me, at any time.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sharon', with a long horizontal flourish extending to the right.

Sharon Inkelas
Special Faculty Advisor to the Chancellor on Sexual Violence/Sexual Harassment
Professor, Department of Linguistics