

## UC Davis Responds to 23 Groups Without Addressing Concerns

**From:** Wendi Delmendo <[wjdelmendo@ucdavis.edu](mailto:wjdelmendo@ucdavis.edu)>

**Subject:** Response to "Serious concerns about SJP members at UC Davis"

**Date:** February 20, 2015 at 3:37:54 PM PST

Dear Ms. Rossman-Benjamin and colleagues in the listed organizations,

Thank you for writing to Chancellor Katehi regarding your concerns. I am responding on her behalf as the Chief Compliance and Lead Discrimination Officer for UC Davis.

I want to assure you that, consistent with our legal obligations under Title VI, UC Davis has well-established conduct codes (<http://policy.ucop.edu/doc/2710530/PACAOS-100>) and procedures for receiving, evaluating, and investigating complaints of harassment, including complaints alleging harassment of Jewish and pro-Israel students. The University's conduct code defines harassment as conduct that is "so severe and/or pervasive, and objectively offensive, and that so substantially impairs a person's access to University programs or activities that the person is effectively denied equal access to the University's resources and opportunities." If an investigation substantiates an allegation of harassment, we take appropriate corrective and disciplinary action against the perpetrator(s). If you are aware of individual students who wish to file a complaint of harassment, please direct them to our Report Hate and Bias website (<http://reportheateandbias.ucdavis.edu/>). The University reviews all student complaints under the policies described above.

As you know, the students of UC Davis enjoy significant free speech protections guaranteed by the First Amendment of the United States Constitution. The law requires that the University's conduct codes, including the code prohibiting harassment, be interpreted and implemented in a manner that recognizes the rights to freedom of speech and expression. Accordingly, when we receive allegations of harassment, we evaluate them consistent with the First Amendment and our commitment to freedom of expression. At the same time, we record all reports of hate speech to closely monitor our campus climate and ensure a safe environment for all of our students.

While some of the recent hate speech directed at our Jewish and Muslim communities may be protected speech, the campus leadership strongly condemned it in a statement on February 6, 2015, entitled, "United for a Stronger Community." This statement, along with the Statement of Chancellor Katehi on the ASUCD Senate resolution (1/30/15), and the Statement on vandalism at AEPi fraternity (1/31/15) can be found at: <http://chancellor.ucdavis.edu/messages/index.html>.

The safety and security of our students is our very highest priority. I encourage you and your colleagues to continue to visit our campus website for updates on current and future activities aimed at promoting a safe and secure community for all our students, staff, and faculty.

Sincerely,  
Wendi Delmendo