

## RESOURCES TO SOLVE PROBLEMS

Even though we hope that everyone will be committed to the values of collegiality and mutual respect, we are aware that incidents of problematic behavior can occur, and it is very important that these be addressed. The Psychology Department encourages reporting of problematic behavior, whether experienced or observed. The APA code of conduct suggests that "When psychologists believe that there may have been an ethical violation by another psychologist, they attempt to resolve the issue by bringing it to the attention of that individual, if an informal resolution appears appropriate and the intervention does not violate any confidentiality rights that may be involved." When this type of informal resolution is not feasible, there are several pathways to report such conduct, including departmental and campus-wide resources, listed below. We encourage individuals to find a reporting pathway that fits with their personal situation or concerns.

Please be aware that faculty and staff have an obligation to report to the Title IX officer any conduct prohibited under the University's Sexual Violence and Sexual Harassment Policy ([SVSH](#)). So too do GSIs, if an undergraduate student reports to them in their capacity as GSI. Prohibited conduct includes sexual violence and sexual harassment, stalking, relationship violence, and retaliation.

### Departmental Resources

We recognize the vulnerabilities that come with reporting concerns. Our department is committed to protecting people who raise concerns from experiencing retaliation by maintaining strict confidentiality at your discretion (with the exception of Title IX as noted above). If you prefer, you can seek advice from the following members of our department for anonymous problem-solving in which you do not reveal the identity of individuals of concern.

In most cases, you will not hear back about steps taken to resolve issues, because of the need to maintain confidentiality and protect the identities of all parties involved. Please be aware that not hearing back does not indicate that no action is being taken. Although we recognize this may be frustrating for those involved, reprimands and interventions will most typically not be public.

Ann Kring ([kring@berkeley.edu](mailto:kring@berkeley.edu)) – Department Chair  
Serena Chen ([serchen@berkeley.edu](mailto:serchen@berkeley.edu)) – Vice Chair  
Silvia Bunge ([sbunge@berkeley.edu](mailto:sbunge@berkeley.edu)) – Head Graduate Advisor and Vice Chair  
Mahesh Srinivasan ([srinivasan@berkeley.edu](mailto:srinivasan@berkeley.edu)) – Equity Advisor

### Climate & Equity Committee

Anonymous or signed comments can be placed in the comment box located in the 3<sup>rd</sup> floor mailroom. Members of the Climate & Equity committee will review those comments twice per month and determine the appropriate avenues for resolution in collaboration with appropriate departmental individuals (e.g., chair, vice chairs, space committee, equity advisor).

If you would prefer to talk to a committee member in person or via email, contact information is provided at :

[https://psychology.berkeley.edu/sites/default/files/individuals\\_involved\\_in\\_climate\\_and\\_equity\\_issues2019\\_1.pdf](https://psychology.berkeley.edu/sites/default/files/individuals_involved_in_climate_and_equity_issues2019_1.pdf)

**Graduate student resources:**

Julie Aranda (jaranda321@berkeley.edu) – Graduate Student Affairs Officer

Lance Kriegsfeld (kriegsfeld@berkeley.edu) – Vice Chair, Head Graduate Advisor

Hannah Bosley (Bosley@berkeley.edu) – Head Graduate Student Instructor (GSI-related issues)

**Administrative resources:**

Alex Mastrangeli (alexm@berkeley.edu) – Director of Administration

**Campus Resources**

The following resources have certain limits to maintaining confidentiality, which are described on their websites .

Ombuds offices

Faculty: <https://academic-senate.berkeley.edu/committees/omb/faculty-ombudsperson>

The Faculty Ombudsperson is a confidential, informal, impartial alternative for the resolution of work-related problems and conflicts.

Staff/Faculty: <https://staffombuds.berkeley.edu/home>

The Staff Ombuds Office is an independent department that provides strictly **confidential**, **impartial** and **informal** conflict resolution and problem-solving services for all Staff, Non-Senate Academics, and Faculty who perform management functions.

Students: <https://sa.berkeley.edu/ombuds>

The mission of the Ombuds Office for Students and Postdoctoral Appointees is to provide an informal dispute resolution process in which the Ombudsperson advocates for fairness, justice,

respect for differences, and reasonable solutions to student and postdoctoral issues and concerns.

The Office of the Prevention of Harassment and Discrimination (OPHD) –  
<https://ophd.berkeley.edu/> or (510) 643-7985

OPHD is responsible for ensuring the University provides an environment for faculty, staff, and students that is free from discrimination, harassment, and sexual violence.

The office responds to reports of harassment, either through "alternative resolution" involving simple and discreet actions at the Department level (often involving the Department Chair), or through more extensive "formal investigations" that can lead to disciplinary action by the University administration. Although OPHD is a non-confidential "office of record" — meaning they record all information they are provided — that information is shared only on a need-to-know basis.

The UC Police Department – <https://ucpd.berkeley.edu/> or (510) 642-3333

UCPD has extensive training in handling sexual assault cases and treating survivors with respect and sensitivity. UCPD officers will ensure that survivors receive medical care. Charges can be filed with UCPD, but the decision to file charges does not have to be made immediately; reporting is typically non-confidential.

Campus Climate, Community Engagement & Transformation Unit –  
<https://campusclimate.berkeley.edu/>

This unit provides resource referrals for sexual violence, harassment, gender transition, hate crimes, and hostile environments. Like all the other non-confidential offices listed here, they hold privacy sacred but are obligated to report incidents of harassment as mandated by law.

The Gender Equity Resource Center –  
<https://campusclimate.berkeley.edu/students/ejce/genec>

This center provides resource referrals for sexual violence, harassment, gender transition, hate crimes, and hostile environments. Like all the other non-confidential offices listed here, they hold privacy sacred but are obligated to report incidents of harassment as mandated by law.

Another useful resource for dealing with issues related to sexual assault/harassment is: [survivorsupport.berkeley.edu](https://survivorsupport.berkeley.edu/), which links to both confidential and non-confidential resources.

University Health Services <https://uhs.berkeley.edu/bewellatwork/employee-assistance>

Division of Equity & Inclusion <https://diversity.berkeley.edu/programs-services>

## Confidential Resources

If you want to talk in confidence to someone who does not have the same University reporting obligations, there are a number of resources you can consider.

### Social and emotional support

- Path to Care Center - <https://care.berkeley.edu/> - Confidential support for victims and survivors of sexual harassment, sexual violence, sexual assault, dating and intimate partner violence, stalking, and sexual exploitation.

Main Office: (510) 642-1988

24/7 Care Line: (510) 643-2005

Sarah Gamble: [sgamble@berkeley.edu](mailto:sgamble@berkeley.edu)

- The Social Services branch of the Tang Center is also confidential. Tang Center therapists provide emotional counseling to survivors of sexual harassment and violence. Tang Center doctors also provide medical help but are required to report violent injuries.

For scheduling appointments: (510) 642-6074

For after-hours emergency: (855) 817-5667

Be Well at Work Employee Assistance Program

<https://uhs.berkeley.edu/bewellatwork/employee-assistance>

The EAP program provides no-cost confidential counseling for staff and faculty members of the UC Berkeley Campus

Tobirus Newby ([tnewby@berkeley.edu](mailto:tnewby@berkeley.edu))

### **University resources defining and addressing problematic behavior**

Definitions of problematic behaviors are available at

[https://ucsystems.ethicspointvp.com/custom/ucs\\_ccc/default.asp](https://ucsystems.ethicspointvp.com/custom/ucs_ccc/default.asp),

Sexual violence/sexual harassment website of resources: <https://svsh.berkeley.edu/>

the Office for Prevention of Harassment and Discrimination <https://ophd.berkeley.edu/>

[https://apo.berkeley.edu/sites/default/files/guidelines\\_re\\_bullying\\_final.pdf](https://apo.berkeley.edu/sites/default/files/guidelines_re_bullying_final.pdf)

Guidelines for faculty conduct: <https://vpf.berkeley.edu/faculty-conduct>

Berkeley Campus Code of Student Conduct: [https://sa.berkeley.edu/sites/default/files/UCB-Code-of-Conduct-new%20Jan2012\\_0.pdf](https://sa.berkeley.edu/sites/default/files/UCB-Code-of-Conduct-new%20Jan2012_0.pdf)

APA guidelines on ethical behavior: <https://www.apa.org/ethics/code/ethics-code-2017.pdf>

## **RESOURCES FOR GROWTH & DEVELOPMENT**

Wellness for faculty, staff, and students: <https://uhs.berkeley.edu/campus-wellness>

Mentoring:

<https://vpf.berkeley.edu/faculty-mentoring/other-mentoring-resources>

Teaching:

<https://teaching.berkeley.edu/>

Diversity:

<https://diversity.berkeley.edu/>

Online learning resources:

<https://hr.berkeley.edu/development/learning/online-learning>

Staff career development:

<https://uhs.berkeley.edu/staff-career>

Staff engagement in campus life:

<https://stafforg.berkeley.edu/home>

Graduate student career planning:

<https://grad.berkeley.edu/professional-development/career-services/>

A range of resources for graduate student support:

<https://grad.berkeley.edu/>

There is a good video on implicit bias in the hiring process in the [UC Learning Center](#). Once logged in to the system, search for the "course":

Nice article on implicit bias in the hiring process:

[https://greatergood.berkeley.edu/article/item/the\\_subtle\\_way\\_cultural\\_bias\\_affects\\_job\\_interviews](https://greatergood.berkeley.edu/article/item/the_subtle_way_cultural_bias_affects_job_interviews)

Well-being:

<https://greatergood.berkeley.edu/>

**Financial and food resources::**

- <https://financialaid.berkeley.edu/food-assistance-program>
- <https://financialaid.berkeley.edu/short-term-emergency-loan> for grad students
- <https://controller.berkeley.edu/financial-operations/accounts-receivable/faculty-loan-programs/facultystaff-emergency-loan-program>