

A grayscale background image showing a person's hands in a suit, carefully placing a wooden block on top of a tall, narrow Jenga tower. The tower is made of several layers of rectangular wooden blocks. In the foreground, there are more wooden blocks scattered on a surface, some of which are partially visible. The overall scene suggests a process of building or construction.

# BEFORE WE BEGIN!

Please fill out this form to gather our participant information!

<https://tinyurl.com/RCOAcademyReg>

UNIVERSITY OF CALIFORNIA MERCED

## OFFICE OF STUDENT INVOLVEMENT



# RISK REDUCTION & POLICY AWARENESS

Bobcat RCO Academy  
Clubs & Organization Team





# Today's Agenda

- Why you are here!
- Campus Policies
- COVID-19 Interim Policy
- OSI Policies
- Title IX & How to Report
- Hazing Prevention
- Bystander Intervention
- Violating Policies
- Confidential Resources

# Why YOU are here!

## Updates to Policies

- There have been updates to OSI policies that you need to be aware of.
- New Guidelines for COVID-19

## Required Training

- We want you to be a successful, safe, and knowledgeable organization - this is why this training is important!
- A minimum of **TWO** officers from each registered organization needs to attend this training annually

**RISK  
MANAGEMENT**

A hand is pointing at a hexagonal grid. The grid contains the following terms: 'Avoid', 'Identify', 'Accept', 'Reduce', 'Control', 'Mitigate', 'Transfer', and 'Action plan'. The central hexagon is highlighted in blue and contains the text 'RISK MANAGEMENT'. The background is a dark blue gradient.

# CAMPUS POLICIES

<https://policies.ucmerced.edu>

Code of Student Conduct

Sexual Violence and Harassment (SVSH) Policy

Free Speech

Peaceful Protest Guidelines

Interim Policy on Expressive Activities



01

**Code of Student Conduct:** UC Merced students are held to the high standards of conduct set by the University of California and the campus, as well as to general requirements of law. UC Merced students are expected to uphold these standards in all their academic and extracurricular activities.

02

**Sexual Violence and Harassment (SVSH) Policy:** is the University's procedures for resolving reports of Sexual Violence, Sexual Harassment, and Other Prohibited Behavior as defined by the SVSH Policy where the responding parties are students, including the sanctioning of students who are found in violation of the SVSH Policy.

03

**Free Speech:** Speech generally is fully protected unless it is accompanied by, or incites, illegal activity. This includes the expression of unpopular or controversial viewpoints and speech that is viewed as hateful or offensive. Speech used to threaten physical harm, however, is a good example of speech that may be regulated.

04

**Peaceful Protest Guidelines:**

<https://studentaffairs.ucmerced.edu/students/peaceful-protest-guidelines>

These guidelines tie into the below policy on "Interim Policy on Expressive Activities"

05

**Interim Policy on Expressive Activities:** Describes the University's policy on expressive activities and assembly including protests, demonstrations, outside speakers and posting, including time, place, and manner procedures implemented pursuant to this policy.

06

**Interim: Universal Requirements for Physical Mitigation and Reduction of the Transmission of**

**COVID-19:** This interim policy sets forth universal requirements applicable to all campus affiliates and non-affiliates for physical mitigation and reduction of the transmission of COVID-19 at UC Merced facilities, including, but not limited to the main and downtown campuses, Promenade, Fresno Center, Castle, and all field stations, reserves and other remote research locations.

## INTERIM: UNIVERSAL REQUIREMENTS FOR PHYSICAL MITIGATION AND REDUCTION OF THE TRANSMISSION OF COVID-19:

- All (students, staff, faculty, non-affiliates) need to wear a mask & maintain 6-feet social distance on campus
- All individuals must participate in health screenings if you are working, living on, or coming to campus



UNIVERSITY OF CALIFORNIA, MERCED  
OFFICE OF STUDENT INVOLVEMENT

# BOBCAT PLEDGE

## PLEDGE TO HELP MITIGATE THE SPREAD OF COVID-19

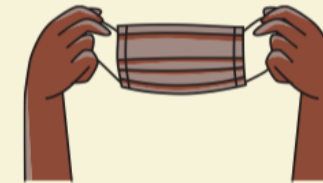
As a Bobcat, I understand my part to keep the community healthy and safe. I stand with the Bobcat community and together we will uphold UC Merced's mission to excel in research, teaching and service, while demonstrating the concern and care for one another that have been the hallmarks of our campus.



# BOBCAT PLEDGE

## I PLEDGE TO:

### \* PROTECT MYSELF



#### **Wear a Face Covering:**

In compliance with the California Department of Public Health, all individuals on UC Merced property are required to wear face coverings to reduce possible exposure and help prevent the spread of COVID-19 within the Bobcat Community.

#### **Physical Distancing:**

Maintain a distance of at least six feet from others, except for those with whom I share a primary residence.

#### **If I am Sick, I Will Stay Home:**

I will not enter University facilities if I have tested positive for COVID-19 or feel unwell, and I will immediately contact my supervisor to approve remote work or to approve the use of available leave.

#### **Hand Sanitation:**

Wash my hands often with soap and water, thoroughly for twenty seconds each time, or use hand sanitizer regularly

#### **Health Screening:**

Participate in a health screening and/or self-screening process, including any symptomatic and asymptomatic testing, including temperature checks, to enter UC Merced facilities and physical spaces. A health screening mobile app to help facilitate this process is coming soon.

### \* PROTECT OTHERS



#### **Clean and Disinfect Work Spaces:**

Follow all guidance provided by the University regarding cleaning and disinfection of their personal workspace and/or dorm room.

Stay positive, attentive and helpful to anyone around who may be in need of support

### \* PROTECT OUR BOBCAT COMMUNITY



#### **Limits on Large Gatherings:**

Follow guidance and do not congregate on University property or in University facilities, except when attending University sponsored and controlled events such as classes and lectures, and must maintain physical distancing of six feet or more. This includes classrooms, dining offices and conference rooms, and common areas such as kitchens, break rooms restrooms patios and courtyards, facilities

Follow all safety instructions given to me by the University of California, Merced

FOR MORE COVID-19 UPDATES, PLEASE GO TO  
[HTTPS://EMERGENCY.UCMERCED.EDU/CORONAVIRUS](https://emergency.ucmerced.edu/coronavirus)

# OSI Policies

<https://studentinvolvement.ucmerced.edu/policies>

1. Fall 2020 Event Approval Process
2. OSI Student Involvement Clubs & Organizations Accountability Agreement
3. Student Handbook
4. Policies Applying to Campus Activities, Organizations, & Students (PACAOS)

Office of Student Involvement (OSI)  
**Fall 2020 Events Approval Process**

### 2020-2021 Events

The Office of Student Involvement is committed to building a sense of belonging and school spirit. Over the course of scholars' four years at UC Merced, we will help scholars explore ways to get involved, develop leadership skills and engage in meaningful experiences that will prepare them for opportunities for tomorrow. According to the research of Vincent Tinto (2000), "Those who are actively engaged both inside and outside of the classroom are more likely to stay in college through graduation. Engagement on campus is the most significant predictor of persistence." (Tinto, 2000). Below are categories of events we will review and consider for approval.

- **Civic Engagement and Community Service**
- **Meetings** (general body meetings, executive board meetings)
- **Outdoor events** (fairs, activities, games, physical activities)
- **Professional Development** (workshops, lecture series, study groups)
- **Recruitment and New Member** (Recruitment for new members, new member education, initiations)

All Campus Events must be pre-approved. Events may require additional or separate safety check off depending on the event. **During COVID-19 each event will be reviewed separately and may take 3 to 4 weeks to approve. All student club and organization events (on or off campus) will be reviewed and approved by OSI and on Catlife prior to promoting the event.** Cancellation or event may occur for a number of reasons and may occur the day of the event or if the event is not following guidelines and procedures.

### Event Planning

You will be asked to answer the following questions as you plan for events during the 2020-2021 academic year. Before planning an event, please read the full interim policy on [Universal Requirements for Physical Mitigation and Reduction of the Transmission of COVID-19](#).

### Pre-Meeting/Event Questions

1. Can the event be done virtually?
2. What is the expected attendance for your meeting/event?
3. Will a RSVP for your meeting/event be required?
4. Will communication be sent to expected attendees prior to your meeting/event?

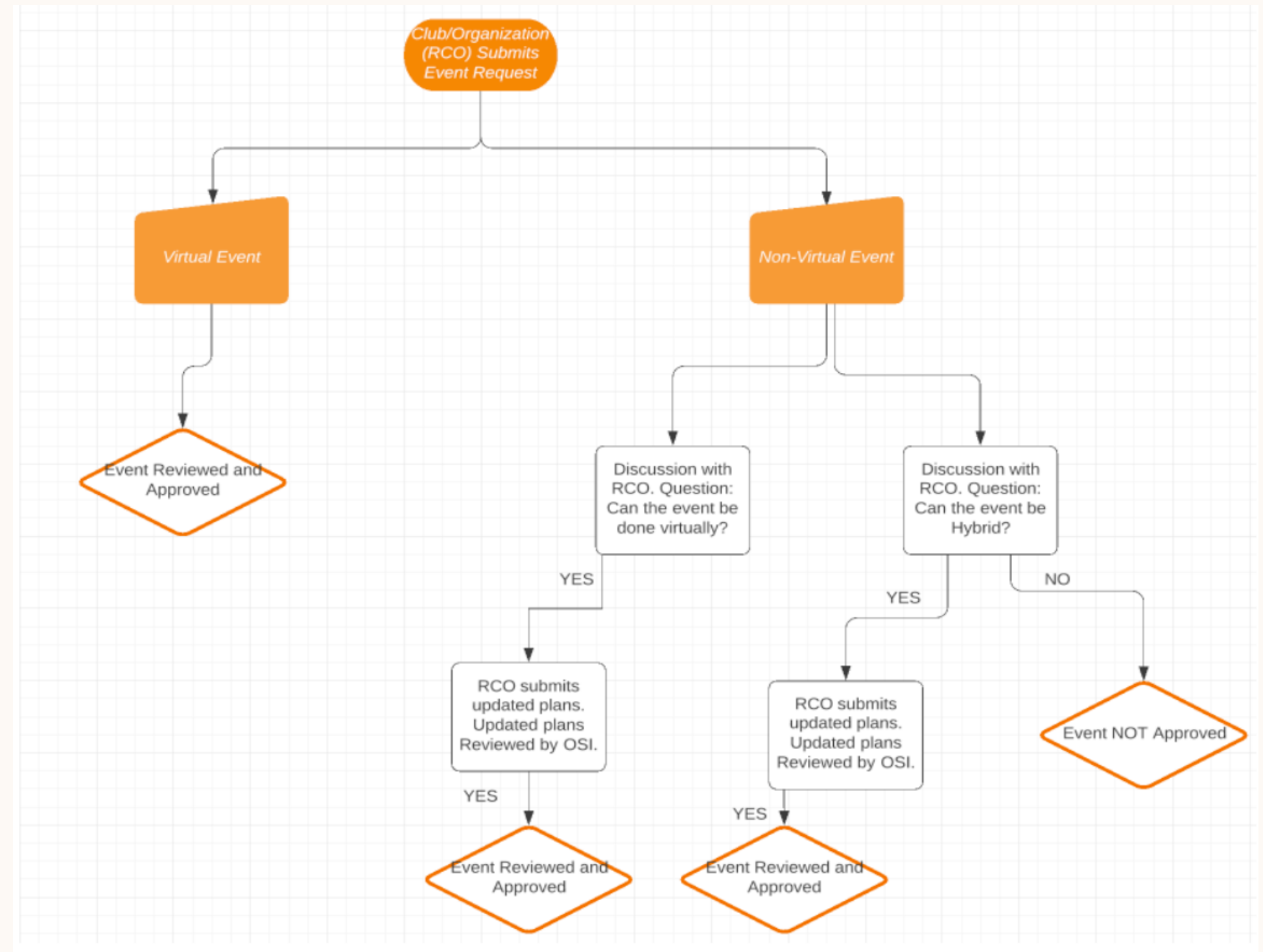
### Meeting/Event Check-in Considerations

5. Will the speaker/performer for your meeting/event provide their own transportation?
6. Will there be markers to ensure physical distancing is being followed by attendees for your meeting/event?
7. Will your meeting/event be announced at least 2 weeks prior to it taking place to ensure ADA accommodations can be requested by the attendees?
8. Will there be a check-in verification process for your meeting/event?
9. Will there be digital signage at check-in during your meeting/event?
10. Will you have members be assigned to explain check-in and event procedures during your meeting/event?
11. Will your meeting/event members, speakers/performers, and attendees be required to wear **additional layers** of Personal Protective Equipment (PPE)?
12. Is a temperature scan required prior to your meeting/event?

### During Meeting/Event Considerations

13. Will hand sanitizer be available during your meeting/event?
14. Will you be handing out or giving away items during your meetings? (see policy)
15. Will there be makers to ensure physical distancing being followed by attendees during your meeting/event?  
Who will manage this (e.g. assigned E-board, designated members, [etc.](#))
16. Will there be a virtual alternative for your meeting/event?
17. Will you have catering at your event?

Based on your responses, the Office of Student Involvement will work with you to get your event approved.





## Office of Student Involvement Clubs and Organizations Accountability Agreement

The Office of Student Involvement (OSI) has developed policies and protocols for Registered Campus Organizations (RCOs) for hosting and sponsoring events during the COVID-19 pandemic. It is our goal to provide the RCO leadership guidelines that will help advance the RCO mission in a safe and healthy manner.

RCOs will be expected to follow the policies listed below in addition to the already established Event Approval Guidelines:

[Interim Policy – Universal Requirements for Physical Mitigation and Reduction of the Transmission of COVID-19](#)  
[UC Merced Principals of Community](#)  
Office of Student Involvement Policies and Procedures  
[Code of Student Conduct](#)

Adherence to the guidelines will be strictly enforced and failure to abide by them may result in campus sanctions up to and including Loss of Campus Recognition. OSI is available to assist RCOs in the event development and planning process to help ensure events meet a high level of health and safety standards for our students and community.

In the event that an RCO fails to meet the guidelines, OSI will work collaboratively with the Office of Student Rights & Responsibilities (OSRR) to address alleged violations. Incidents may progress through the below outlined process in an incremental manner, however more severe violations may be expedited to a second or third level response.

### Level 1 Response

First time violations of a low level may be addressed by the Office of Student Involvement. The RCO will receive an Administrative Notice and may be given a specific remedy and timeline. This may include a photo or video demonstrating the issue has been resolved and/or a meeting with an OSI staff member to further discuss the issue at hand and possible resolutions. The RCO is responsible to provide proof to OSI that the issue was addressed by the stated deadline.

An Administrative Notice notifies the RCO that their actions are inconsistent with the policies listed above. An Administrative Notice has no immediate effect upon the RCO's status at the University, however the RCO should expect increased sanctions for subsequent violations.

### Level 2 Response

Additional violations; multiple violations; violations that were not addressed by the deadline, and/or

more severe violations will be adjudicated by OSRR. If found responsible, RCOs may be placed on Disciplinary Probation.

While on Disciplinary Probation the RCO must avoid any further violations and failure to do so may include suspension and/or Loss of Campus Recognition. An RCO on Disciplinary Probation is not in "good standing" with the University which may result in the restriction of certain co-curricular activities. An RCO will remain on Disciplinary Probation status through the date indicated or until all assigned sanctions have been completed, whichever occurs last.

RCOs loss of privileges may include:

- Space reservations for on-campus events
- Hosting events or activities on and off campus
- Eligibility to apply for campus funding through OSI, ASUCM, etc.

### Level 3 Response

A level 3 violation may include:

- An RCO on Disciplinary Probation that is found in violation;
- An RCO found responsible of severe and/or multiple violations that threaten the health and safety of their members and/or community;
- An RCO that has demonstrated the refusal to adhere to established policies and guidelines and/or refusal to complete resolutions and/or sanctions as outlined by OSI or OSRR.

A possible outcome includes but is not limited to, the Loss of Campus Recognition for a minimum of one (1) academic year. An RCO who has lost Campus Recognition is prohibited from participating in any University activities, academic or otherwise, and will be restricted as an organization, from all University property and University sponsored activities.

**By signing below, I acknowledge that I have received and reviewed the policies and response protocols listed above. I agree to comply with the policies and understand that violations of these guidelines by my RCO members or myself, may result in Disciplinary Probation, Loss of Recognition and/or additional outcomes impacting the RCO.**

Club/ Organization President: \_\_\_\_\_ Date: \_\_\_\_\_

Club/ Organization Event/Social Chair: \_\_\_\_\_ Date: \_\_\_\_\_

### Internal Use Only

Office of Student Involvement Staff: \_\_\_\_\_ Date: \_\_\_\_\_

# TITLE IX & HOW TO REPORT



As a student organization, you are responsible for upholding sexual harassment, sexual assault, and discrimination policies.

<http://dsvp.ucmerced.edu/policies-laws>

Michael Salvador

Director of Compliance

Phone: (209) 285-9510

Fax: (209) 228-4423

[msalvador2@ucmerced.edu](mailto:msalvador2@ucmerced.edu)

<http://dsvp.ucmerced.edu/report>

“

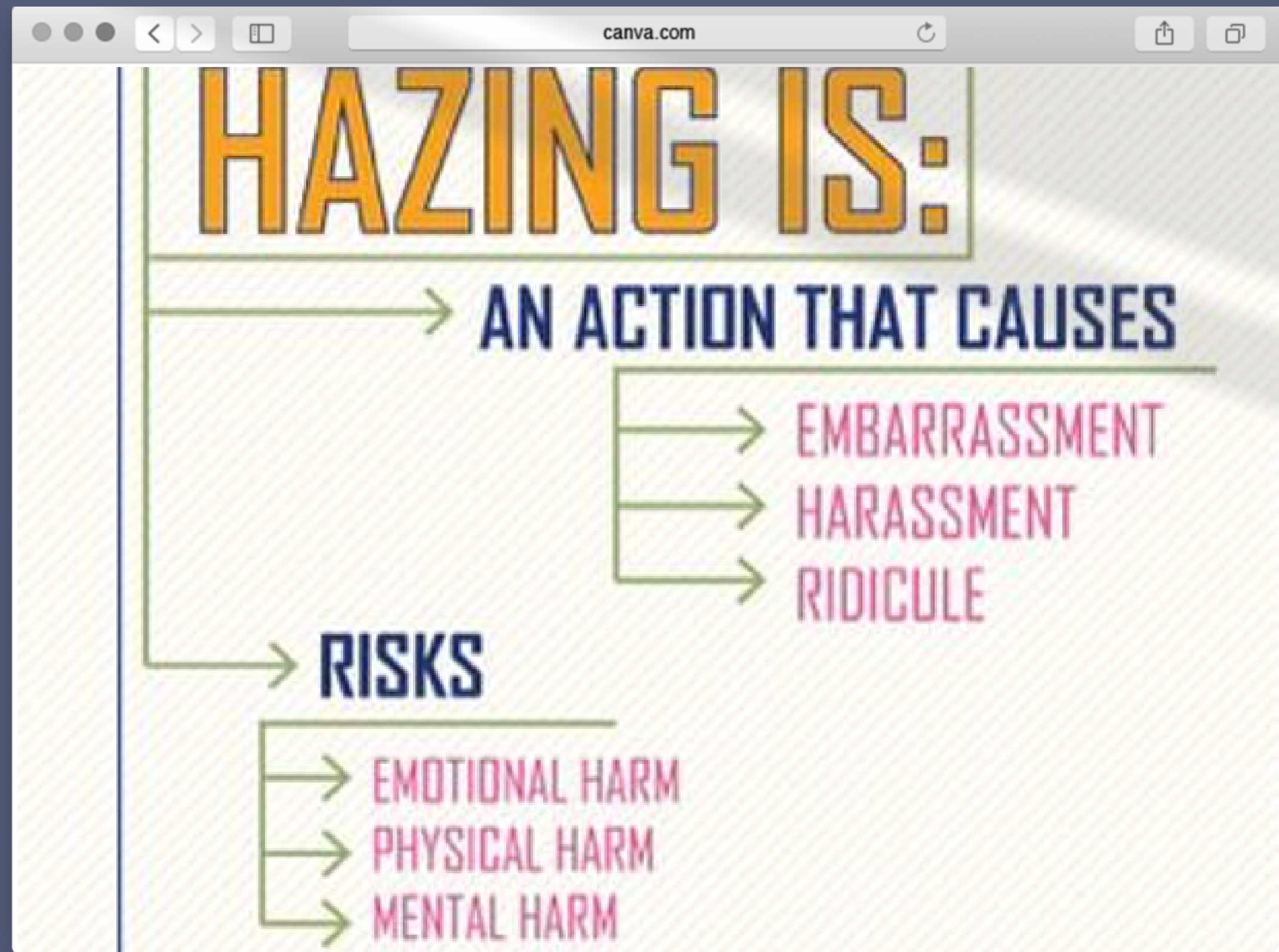
## UC MERCED HAZING POLICY

**“Participation in hazing or any method of initiation or pre-initiation into a campus organization or other activity engaged in by the organization or members of the organization at any time that causes, or is likely to cause, physical injury or personal degradation or disgrace resulting in psychological harm to any student or other person.”**

(UC STUDENT CODE OF CONDUCT,  
702.12)

# HAZING CAN HAPPEN ANYWHERE!

- Doesn't just happen in fraternities and sororities
- It can happen regardless of the person's willingness to participate
- It can happen even when you are not a new member of an organization.



# PSYCHOLOGY OF HAZING

- Hazing:
  - Is about power and control
  - Is more than just peer pressure
  - Does not build unity and should not be “tradition”
  - Can be a cycle of abuse where the abused later becomes the abuser
  - Is EVERYONE’S problem and EVERYONE’S responsibility
  - Is against the LAW



Hazing

# HOW TO REPORT HAZING



## File a Report with Office of Student Rights & Responsibility

- Send an email to [studentconduct@ucmerced.edu](mailto:studentconduct@ucmerced.edu)
- Fill out an incident form on: <http://studentconduct.ucmerced.edu/file-report>

## File a Report with Fraternity & Sorority Life

- Fill out <https://fraternitysorority.ucmerced.edu/form/contact-us> and click “Report a Hazing Incident”
- Or email Hayley Montoya at [hmontoya2@ucmerced.edu](mailto:hmontoya2@ucmerced.edu)
- Once we receive the information, we forward it to Student Conduct
- Toll Free & Confidential Call 1-888-NOT Haze!

## Bystander Intervention Remember the 3 D's:

- **Direct:** Approach the situation.
- **Distract:** Create a distraction to diffuse the situation.
- **Delegate:** Seek assistance from others (friends, authority figures, etc.).

As organization leaders you have the responsibility to intervene when needed. Set the example for the rest of your members!



# VIOLATING POLICIES

- OSRR will review the information and allegations sent to them
- OSRR may conduct interviews with witnesses/new members/members.
- The President will remain the point of contact when Student Conduct needs to talk with the organization
- Student Conduct (OSRR) has the right to implement any of the following sanctions after Student Conduct believes they have enough information: Warning, Probation, Suspension, and Dismissal
- Educational components could be added too, such as workshops, reflection papers, and etc.

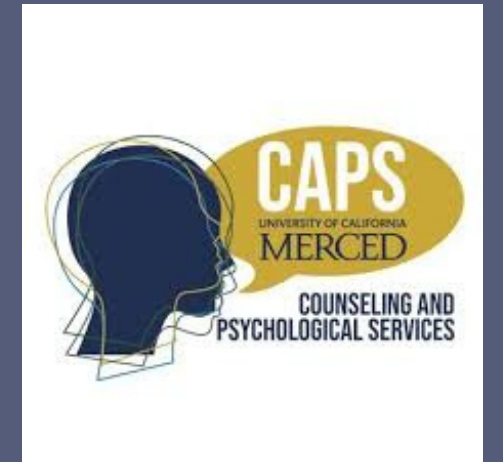


care@ucmerced.edu  
Campus Advocate: 209-  
386-2051



Virtual Appointment  
Available  
Call (209) 228-4410 for  
an appointment.

# CONFIDENTIAL RESOURCES



24-hour  
hotline: 209-228-  
4266  
Call in to make an  
appointment.



24-hour hotline: 209-  
722-HELP (4357)  
Email: info@alliance4yo  
u.org

# BOBCAT RCO ACADEMY

## RCO 101 TRAINING

AUGUST 19TH (3PM TO 4PM)

Zoom : <https://ucmerced.zoom.us/j/93730909003>

AUGUST 26TH (4PM TO 5PM)

Zoom : <https://ucmerced.zoom.us/j/93209391360>

SEPTEMBER 18TH (5PM TO 6PM)

Zoom : <https://ucmerced.zoom.us/s/96628590417>

## BUDGET & FINANCE MANAGEMENT

AUGUST 28TH (11AM - 11:45AM)

Zoom : <https://ucmerced.zoom.us/j/95630058286>

SEPTEMBER 8TH (3PM - 3:45PM)

Zoom : <https://ucmerced.zoom.us/j/98067285858>

SEPTEMBER 28TH (5:30PM - 6:15PM)

Zoom : <https://ucmerced.zoom.us/j/98209128270>

## RISK REDUCTION & POLICY AWARENESS

AUGUST 20TH (4PM TO 5PM)

Zoom : <https://ucmerced.zoom.us/j/96708447854>

SEPTEMBER 24 (3PM TO 4PM)

Zoom : <https://ucmerced.zoom.us/s/95440927445>

AUGUST 27TH (2PM TO 3PM)

Zoom : <https://ucmerced.zoom.us/j/96926832899>

## EVENT PLANNING, PROGRAMMING, & POLICIES

AUGUST 31ST (4PM TO 5PM)

Zoom : <https://ucmerced.zoom.us/j/94925021305>

SEPTEMBER 9TH (5PM TO 6PM)

Zoom : <https://ucmerced.zoom.us/j/96830446066>

SEPTEMBER 16TH (2PM TO 3PM)

Zoom : <https://ucmerced.zoom.us/j/97844701475>

# REMINDERS:

- All clubs and organizations have **4** required trainings they will need to attend in order to be an active organization with UC Merced
- A minimum of **2** officers need to attend each of the **4** trainings.
- Since there are multiple sessions of the same workshop, you only need to attend that workshop **ONCE**.



OFFICE OF STUDENT INVOLVEMENT

# GET CONNECTED WITH OSI



@ucmercedosi  
@ucmercedfsl

@ucmercedcab



@ucmercedosi  
@ucmercedfsl

@ucmcab



@ucmcab  
@ucmercedfsl



UC Merced Clubs and Orgs



<https://fraternitysorority.ucmerced.edu>  
<https://clubsorganizations.ucmerced.edu>  
<https://catlife.ucmerced.edu>  
<https://studentinvolvement.ucmerced.edu>  
<https://asumcab.com>



## CONTACT US:

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INVOLVEMENT & DEVELOPMENTAL PROGRAMS  
HMONTOYA2@UCMERCED.EDU

RCO TEAM  
CLUBSANDORGS@UCMERCED.EDU

# THANK YOU