



OSI

Office of
Student
Involvement

RISK MANAGEMENT TRAINING

Presented by:

Clubs & Organization Team | Office of Student Rights & Responsibilities

Today's Agenda:

- Why you are here!
- Risk Services
 - Waivers for Activities
 - Events with Minors
- Important Campus Policies
- Hazing Prevention
- Conflict Management
- Campus Resources
 - Confidential Resources
 - Reporting Options
- Bystander Intervention
- What's happens when you violate policies
- Office for the Prevention of Harassment and Discrimination



Why YOU are here!

Updates to Policies

- We want you to know the current guidelines for hosting and planning events
- Mitigating risk at your club or organization events
 - Know who to call in the event you have issues arise
- Know campus resources and how to support your members!

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

CLUBS AND ORGANIZATION TEAM



IxChel Chagoya
RCO Program Advisor
achagoya@ucmerced.edu



Pavi Dhillon
RCO Intern
clubsandorgs@ucmerced.edu



Fatihah Lawal
RCO Intern
clubsandorgs@ucmerced.edu



Tiana Ko
RCO Intern
clubsandorgs@ucmerced.edu

BEFORE WE START...



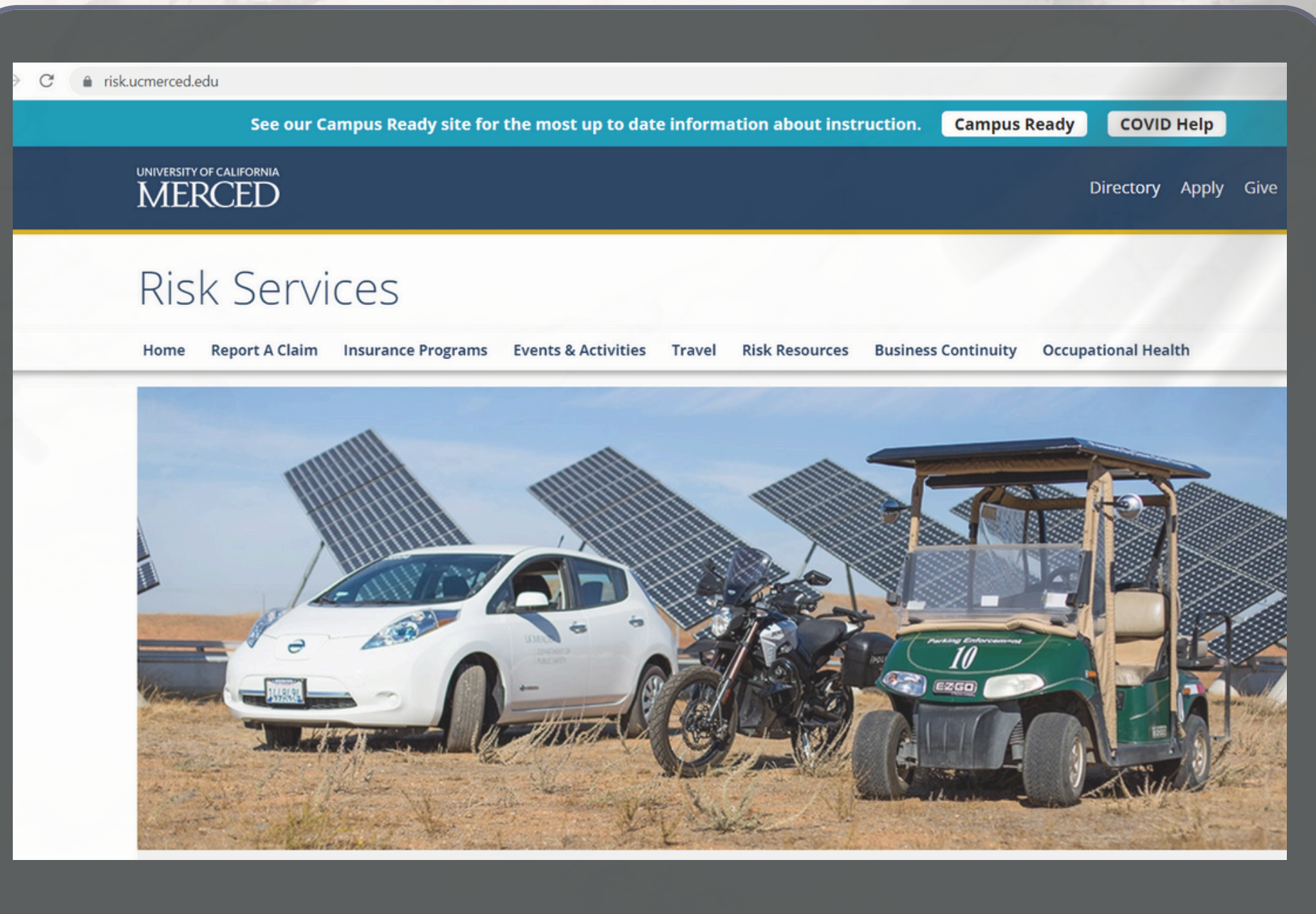
OSRR

Office of
Student Rights
& Responsibilities

RISK SERVICES UC MERCED

Provides:

- Guidance for risk assessment and mitigation
- Loss prevention and control
- Facilitates insurance needs
- Directs claims processing
- Any events/activities with minors will need Risk Services approval
- Certain high risk activities may require a special waiver or additional risk assessment.
 - High risk activities may include overnight camping, helicopter rides, strenuous physical activities, live animals, fireworks, etc.



LIABILITY WAIVERS

- Must be signed anytime participants are doing something physical
 - e.g. volleyball tournament, dancing, martial arts, etc.)
- If waivers (or student event insurance is not purchased) are not signed, **you and your members + UC Merced are held liable** for anything that happens. (e.g. injury at an event)

If the departmental event includes physical activity (examples: dances, sports, working with power tools), participants must sign a waiver prior to participation.

Participant's name: Please Print

UNIVERSITY OF CALIFORNIA,

Waiver of Liability, Assumption of Risk, and Indemnity Agreement

Waiver: In consideration of being permitted to participate in any way in hereinafter called "The Activity", I, for myself, my heirs, personal representatives or assigns, **do hereby release, waive, discharge, and covenant not to sue** The Regents of the University of California, its officers, employees, and agents from liability **from any and all claims including the negligence of The Regents of the University of California, its officers, employees and agents**, resulting in personal injury, accidents or illnesses (including death), and property loss arising from, but not limited to, participation in The Activity.

Signature of Parent/Guardian of Minor Date _____
Signature of Participant Date

Assumption of Risks: Participation in The Activity carries with it certain inherent risks that cannot be eliminated regardless of the care taken to avoid injuries. The specific risks vary from one activity to another, but the risks range from 1) minor injuries such as scratches, bruises, and sprains 2) major injuries such as eye injury or loss of sight, joint or back injuries, heart attacks, and concussions to 3) catastrophic injuries including paralysis and death.

I have read the previous paragraphs and I know, understand, and appreciate these and other risks that are inherent in The Activity. I hereby assert that my participation is voluntary and that I knowingly assume all such risks.

Indemnification and Hold Harmless: I also agree to INDEMNIFY AND HOLD The Regents of the University of California HARMLESS from any and all claims, actions, suits, procedures, costs, expenses, damages and liabilities, including attorney's fees brought as a result of my involvement in The Activity and to reimburse them for any such expenses incurred.

Severability: The undersigned further expressly agrees that the foregoing waiver and assumption of risks agreement is intended to be as broad and inclusive as is permitted by the law of the State of California and that if any portion thereof is held invalid, it is agreed that the balance shall, notwithstanding, continue in full legal force and effect.

Acknowledgment of Understanding: I have read this waiver of liability, assumption of risk, and indemnity agreement, fully understand its terms, and **understand that I am giving up substantial rights, including my right to sue.** I acknowledge that I am signing the agreement freely and voluntarily, and **intend by my signature to be a complete and unconditional release of all liability** to the greatest extent allowed by law.

Signature of Parent/Guardian of Minor Date _____
Signature of Participant Date
Participant's Age (if minor) _____ Vol Waiver 7/01

LIABILITY WAIVERS



<https://risk.ucmerced.edu/risk-resources/waivers-and-release>

If the department or student organization event includes physical activity (examples: dances, sports, working with power tools), participants **must** sign a waiver prior to participation.

You can come into our office and we can print physical waivers for you!

- **Elective/Voluntary Activity Waiver:** The elective/voluntary activity waiver should be used when a student or other individual participates in an elective/voluntary activity such as a field trip, recruitment program, study abroad, recreation program, or off-campus research activity.
- **Group Signatures:** This form can be used to obtain group signatures for the

EVENTS WITH MINORS

Risk Manager
Cindi Zimmerman
czimmerman3@ucmerced.edu
(209) 386-3079

If your organization is planning an event with minors, you will need to consult our Risk Services Manager, Cindi Zimmerman for support.

Your organization leaders and members may need to complete the following:

- Child Abuse & Neglect Reporting Act (CANRA) training
- Sign the CANRA Form
- Have a meeting with Cindi Zimmerman to discuss your activities you'll be doing with minors.

Guidelines for Students:

"By UC policy, all university employees, contractors, volunteers or students who observe, have actual knowledge of, or reasonably suspect child abuse or neglect at a university facility or at official university activities are encouraged to promptly report their concerns.

The concern may be reported to a supervisor, to a university official, to the campus police department or through the university's compliance hotline.

Student employees and those working with faculty on research projects should check with their supervisors or supervising faculty members regarding their mandated reporter status."

About OSRR

Established in the Spring of 2020, the Office of Student Rights and Responsibilities (OSRR) is comprised of three core areas of focus including Student Conduct and Integrity Programs; Conflict Management and Resolution; and Restorative Justice and Community Standards.



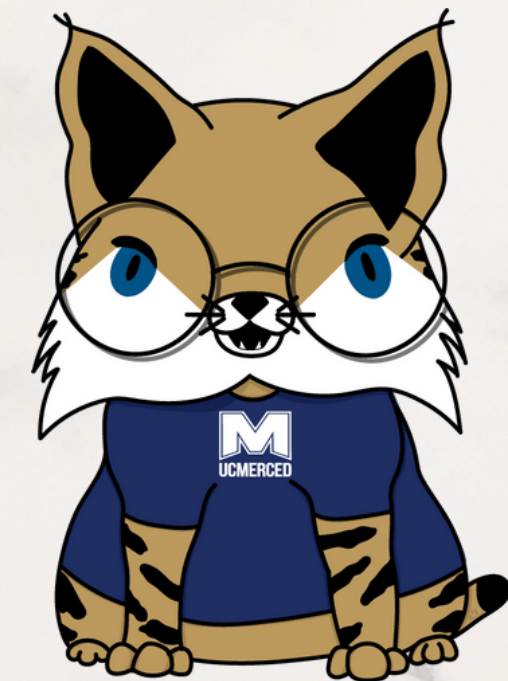
MISSION STATEMENT

The Office of Student Rights and Responsibilities at UC Merced supports student success through services designed to promote integrity, ethical decision making, effective communication, and conflict management in alignment with the Principles of Community. In addition to administering the Code of Student Conduct including the academic integrity process, our services center around student advocacy and agency. We teach students the skills necessary to engage in learning that encourages personal accountability, develops resilience and fosters a community of care.

VISION STATEMENT

The Office of Student Rights and Responsibilities will provide transformational student success experiences that promote integrity, ethical development, and empower students to become socially responsible, community conscious leaders who facilitate positive social change.

Office of Student Rights & Responsibilities



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.

UC Merced Campus Policies

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"

If you would like to host a peaceful protest, there is a form within the policy you can fill out. Please send the completed form to Enrique Guzman at eguzman@ucmerced.edu notifying us of your protest.

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.

Express Yourself.

UCMERCED

Know your rights

Know the rules

Know your resources

cci.ucmerced.edu

ucmcampusclimate@ucmerced.edu

06

There are no remaining **COVID Policies** regarding event size and outside guests.

If your event is planning to be larger than 150 people, you are doing performances, or bringing outside guests (performers or conferences), these events will required extra risk mitigation for OSI to review, please set up a meeting with our OSI staff, or Jim Greenwood (jgreenwood@ucmerced.edu) for support.

UC Merced Campus Policies for Events

CONFLICT MANAGEMENT

We know conflict and issues arise within in organizations throughout the year.

The **Office of Student Rights and Responsibilities** has provided some helpful tips around conflict!

How can you prevent conflict?

- Lead through example
- Practice active listening
- Learn to manage your emotions

When conflict happens...

- Be clear and concise
- Be timely when addressing the situation (don't let it fester)
- Be transparent with others when appropriate
- Be wary of communication via email or text, it can be misconstrued
- No interrupting, no name-calling
- Set boundaries for communication, collaboration & decision-making

After conflict happens...

- Restore relationships and rebuild community trust

The infographic is titled "ucm_osrr UC Merced" and is divided into two columns. The left column, titled "Yes, Do This:", has a white background and a green checkmark icon at the bottom. The right column, titled "Don't Do This:", has a light blue background and a red X icon at the bottom. Each column contains a list of three bullet points.

Yes, Do This:

- Speak individually or with a mediator present
- Manage & understand your emotions
- Use "I" statements

Don't Do This:

- Do not call people out on social media or in public
- Don't let your emotions control you
- Don't use "you" statements

RESOURCES FOR CONFLICT MANAGEMENT

Office of Ombuds

- Individual Consultation
- Two or Multiple-party Mediation
 - All parties must agree to mediation.
- Group Facilitation
- 3Practice Circle
- Training and Professional Development
 - Workshops on communication, conflict management, and team cohesion

Contact Information

To schedule an appointment at either location please call

Main Phone (209) 228-4410

Walk-ins are always welcome! However, we strongly recommend scheduling an appointment to protect your privacy. Use of services provided by the Office of the Ombuds is voluntary and off the record.

Locations

Campus:

Student Services Building - 213



Directions: Our office is located on the second floor of SSB. Using the stairs (closest to Scholars Lane) or elevator you will walk past the frosted outside door (211) and use the first hallway entrance. Look for a note that states "Ombuds Visitors May Use This Entrance". Proceed down the hallway and the office is the very first door on the right hand side.

RESOURCES FOR CONFLICT MANAGEMENT

Office of Student Rights and Responsibility

- <https://osrr.ucmerced.edu/conflict-resolution/conflict-resolution-strategies>
- 3Practice Circle
- Conflict Academy - coming soon!
- Workshops on conflict resolution
- Mediation Resources

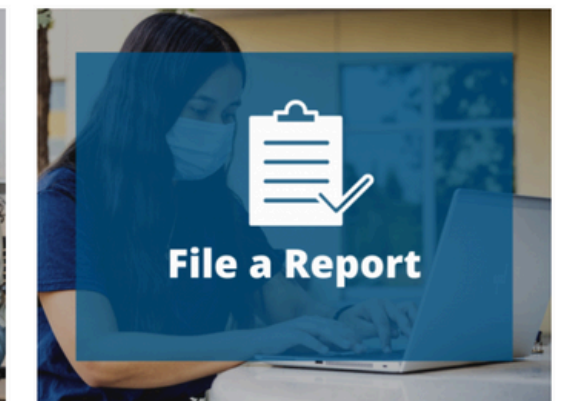
The Office of Student Rights and Responsibilities (OSRR)

Office: Granite Pass 167

Phone: 209-228-0069

Email: osrr@ucmerced.edu

Hours: Monday - Friday 9 A.M. - 5 P.M. and by appointment



“

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!

- Hazing is any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate" (Allan & Madden, 2008)
- Doesn't just happen in fraternities and sororities...
 - *It happens in athletics, sports clubs, performing arts organizations, honor societies, academic clubs, etc.*
- 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.
- Some examples of hazing: *Blindfolding, forcing someone to drink or do physical activities, sleep depriving members*



THREE COMPONENTS THAT DEFINE HAZING



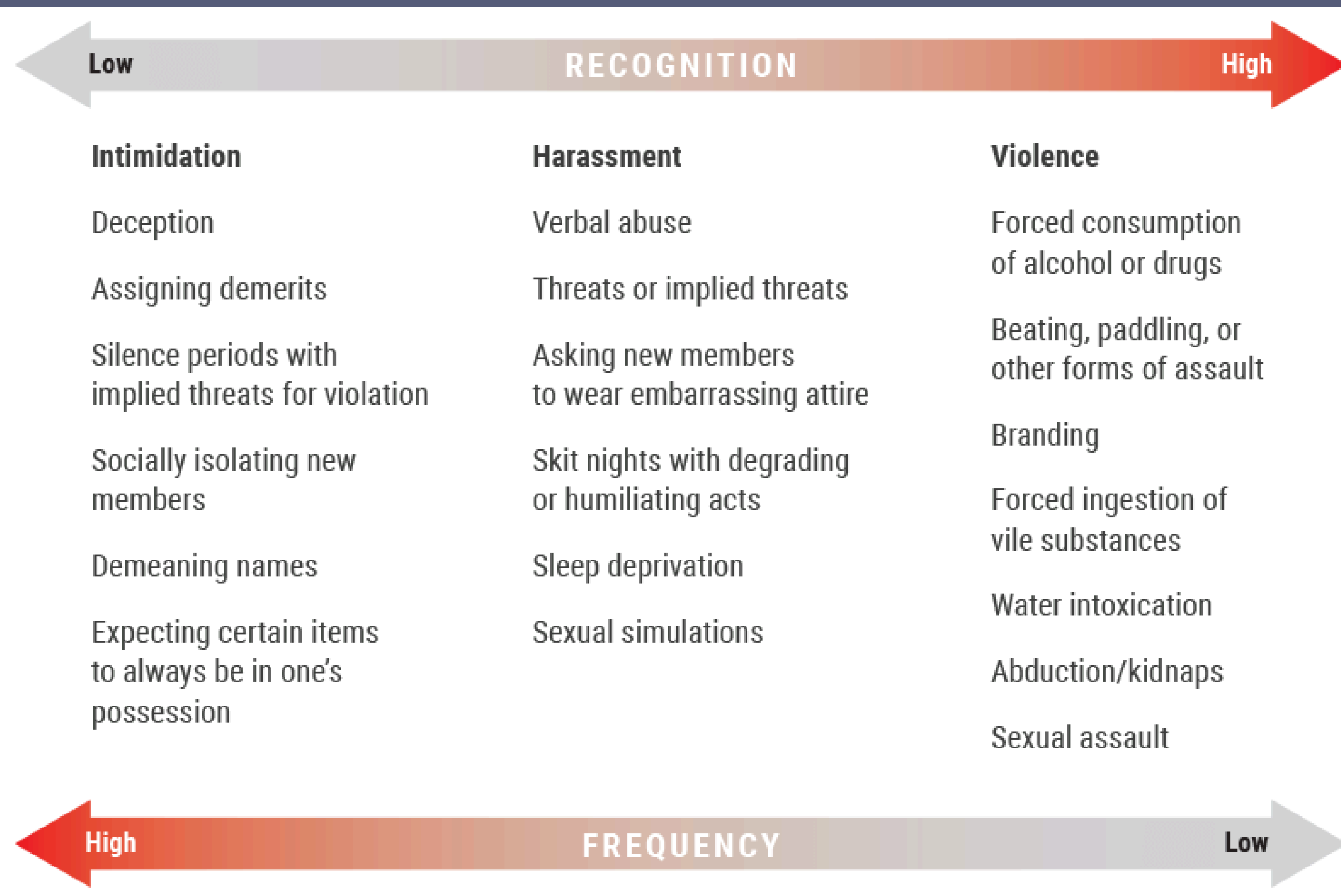
GROUP CONTEXT



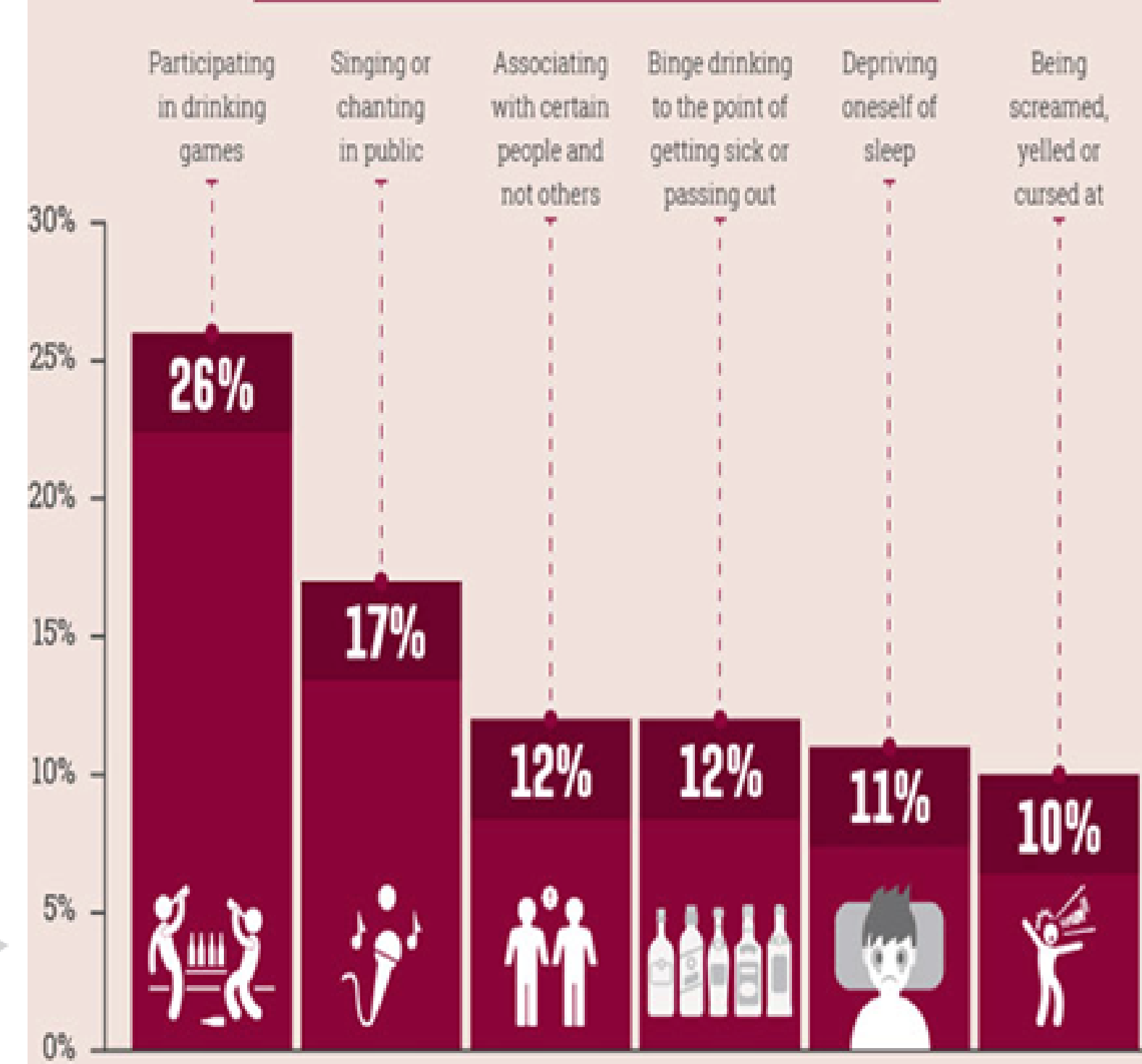
HUMILIATING,
DEGRADING, OR
ENDANGERING
BEHAVIOR



REGARDLESS OF
AN INDIVIDUAL'S
WILLINGNESS TO
PARTICIPATE



Most Frequently Reported Hazing Behaviors





CONCERNED ABOUT SOMETHING HAPPENING IN YOUR ORGANIZATION?

If you are concerned there are activities happening in your organization that you do not agree with/causing emotional, mental, physical harm to your members and you don't know what to do, there are **three options** you can do:

- Consult your club advisor (please note, they may be a mandated reporter)
- Consult confidential resources
- Report the concerns to official reporting resources

CONFIDENTIAL RESOURCES



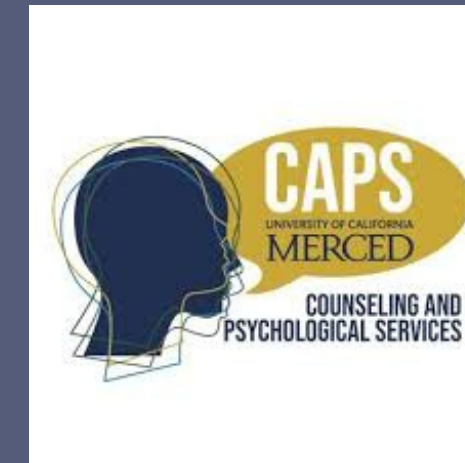
care@ucmerced.edu

Campus Advocate: 209-386-2051



24-hour hotline: 209-722-HELP (4357)

Email: info@alliance4you.org



24-hour hotline: 209-228-4266

Call in to make an appointment.



Virtual Appointment Available

Call (209) 228-4410 for an appointment.

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!

SEE SOMETHING, SAY SOMETHING!

REPORTING OPTIONS

File a Report with Office of Student Rights & Responsibilities

- Send an email to osrr@ucmerced.edu
- Fill out an incident form on: <https://osrr.ucmerced.edu/file-report>

File a Report with Office of Student Involvement

- Fill out <https://fraternitysorority.ucmerced.edu/form/contact-us> and click “Report an Incident”
- Or email/set up a meeting with IxChel Chagoya at achagoya@ucmerced.edu
- Once we receive the information, we forward it to OSRR
- Toll Free & Confidential Call **1-888-NOT Haze (1-888-668-4293)**

File a Report with UCMPD

- Please report an in-progress crime or emergency immediately by phone:
- From a cell phone, dial: **209-228-2677 (CAT-COPS)** or **911**
- From a campus phone, dial: **9-9-1-1**
- Online Form: <https://police.ucmerced.edu/form/make-report-online>



WHAT HAPPENS IF YOUR ORGANIZATION VIOLATES 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.



OFFICE OF STUDENT RIGHTS & RESPONSIBILITIES



Location

KL 113



Phone Number

(209) 228 - 0069



Email Address

OSRR@ucmerced.edu



Website

osrr.ucmerced.edu

**OSRR
Resources**



AND NOW...



**OFFICE FOR THE
PREVENTION OF
HARASSMENT &
DISCRIMINATION**

Risk Management Training Attendance Quiz



OFFICE OF STUDENT INVOLVEMENT

GET CONNECTED WITH OSI



@ucmercedosi
@ucmercedfsl

@ucmercedcab



@ucmercedosi
@ucmercedfsl

@ucmcab



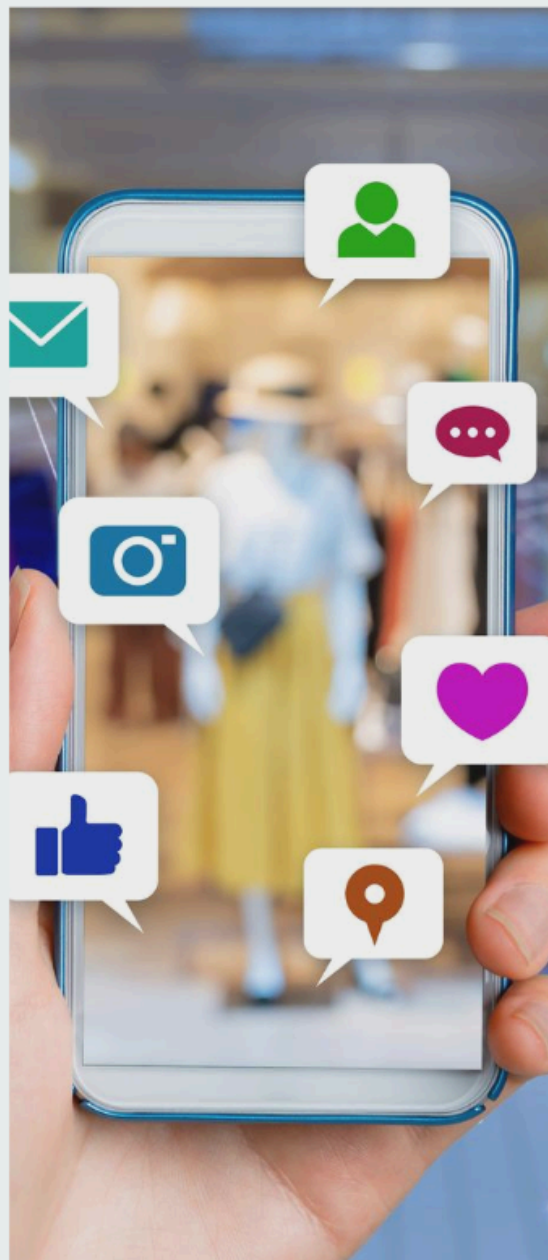
@ucmcab
@ucmercedfsl



UC Merced Clubs and Orgs



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



CONTACT US:

IXCHEL CHAGOYA, RCO PROGRAM ADVISOR

RCO TEAM

CLUBSANDORGS@UCMERCED.EDU

THANK YOU