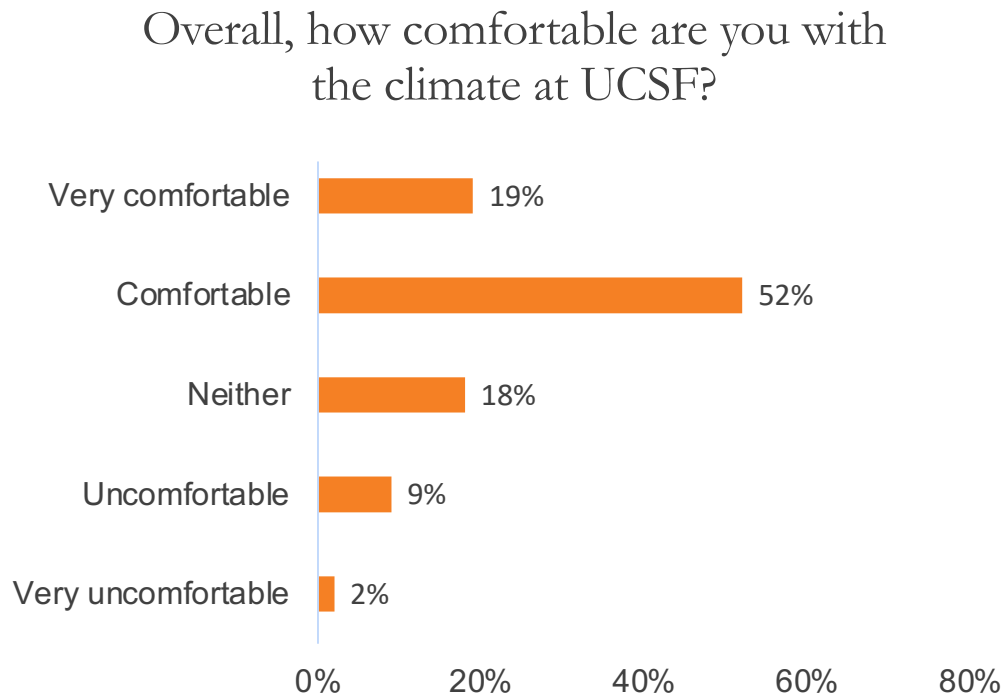


The overall UCSF climate is viewed positively, by large majorities of staff, faculty and learners.

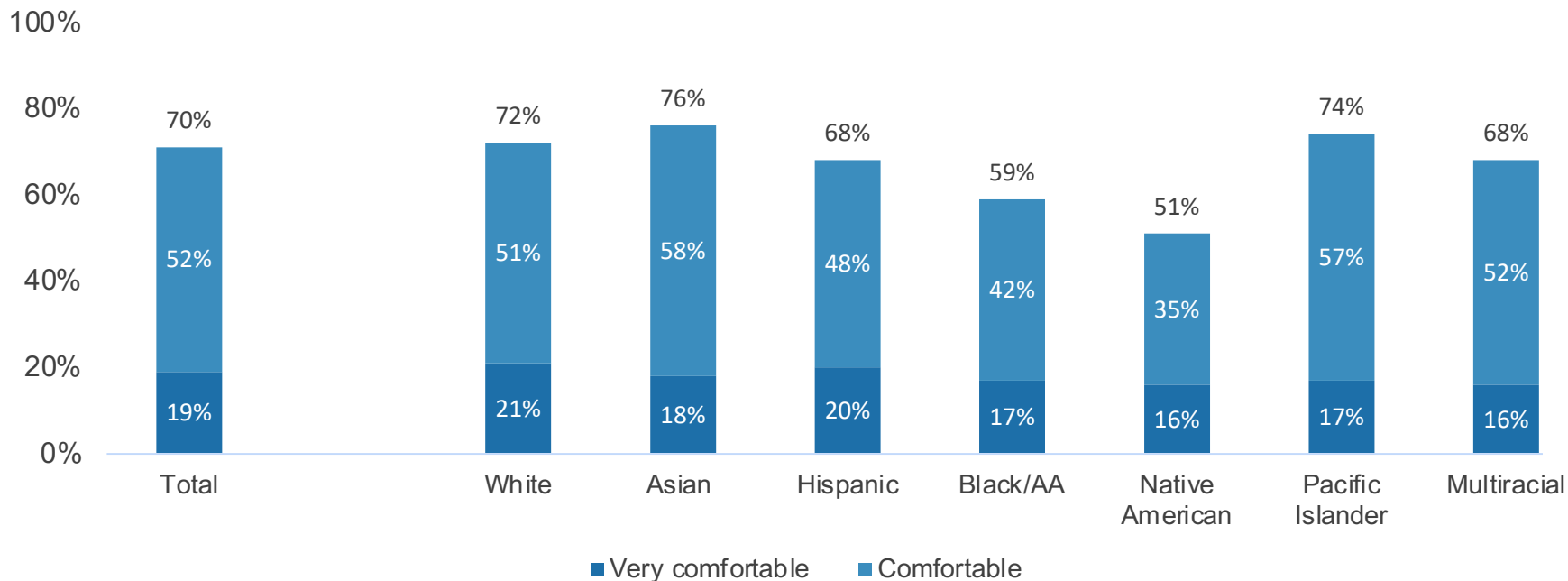
- 70% say the climate at UCSF is “comfortable” or “very comfortable”.

Variation by demographic characteristics, position & School/work location



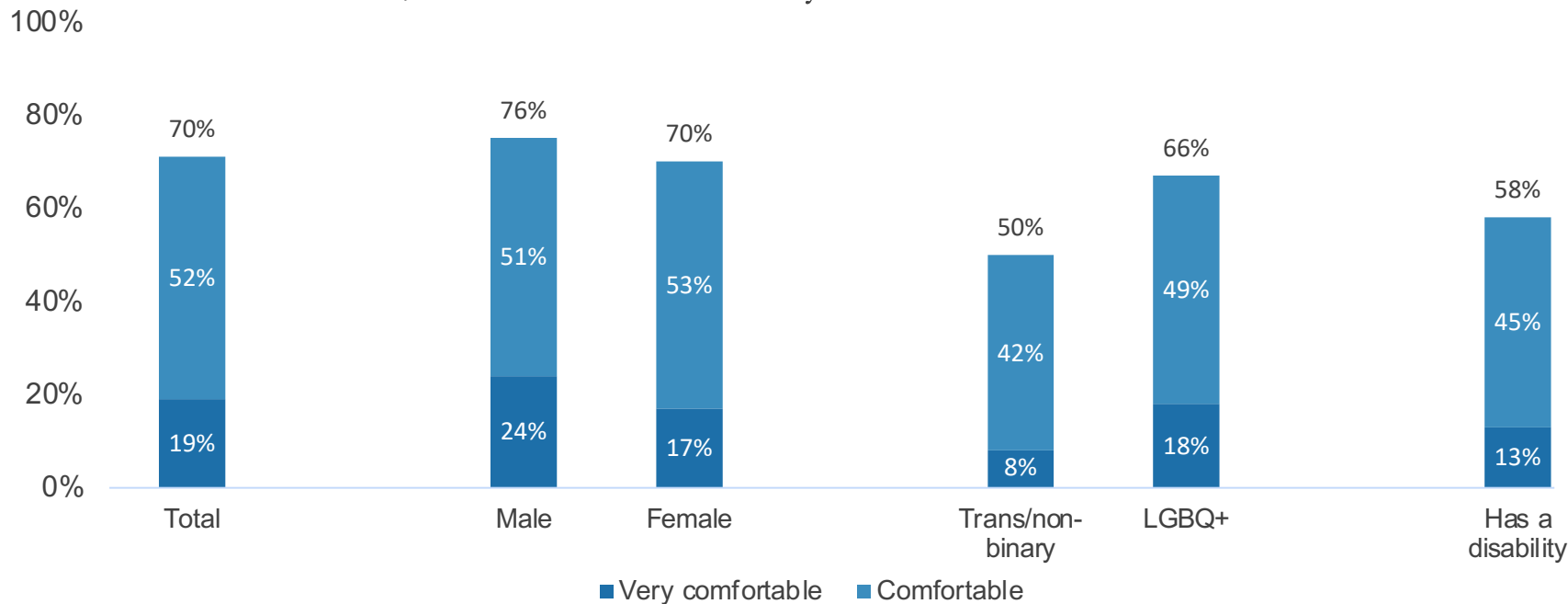
Black/African American and Native American respondents say the climate is less comfortable.

Overall, how comfortable are you with the climate at UCSF?



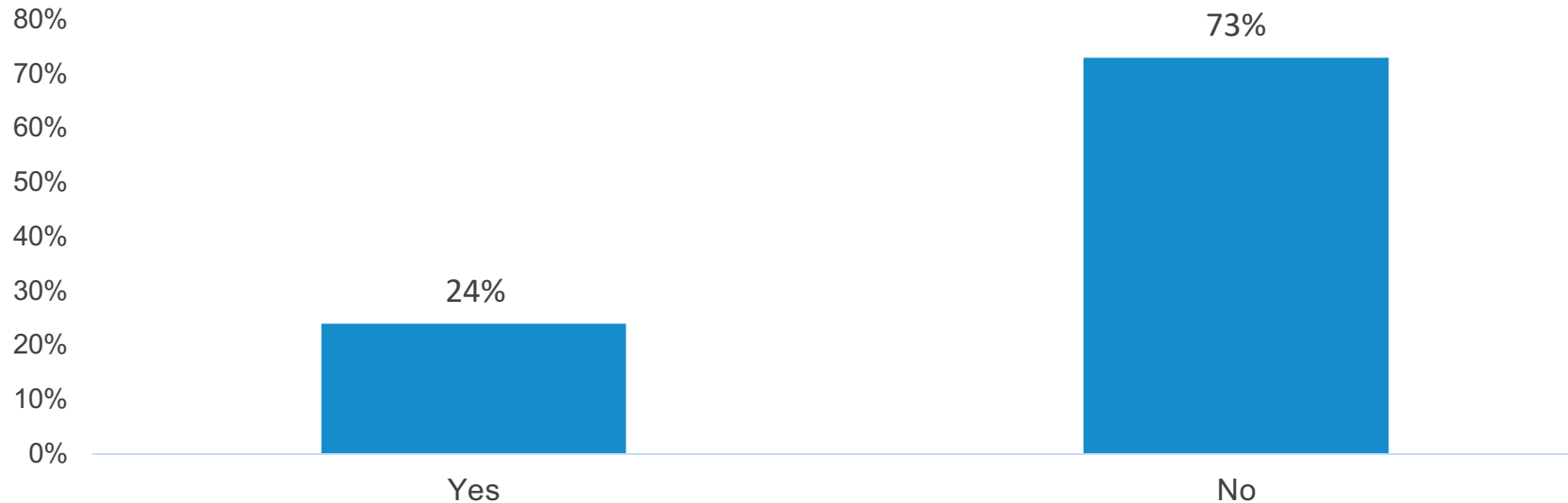
Trans/non-binary people and those with disabilities are more likely to say the climate is less comfortable.

Overall, how comfortable are you with the climate at UCSF?



24% say they have experienced exclusionary behavior at UCSF in the past year.

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF?

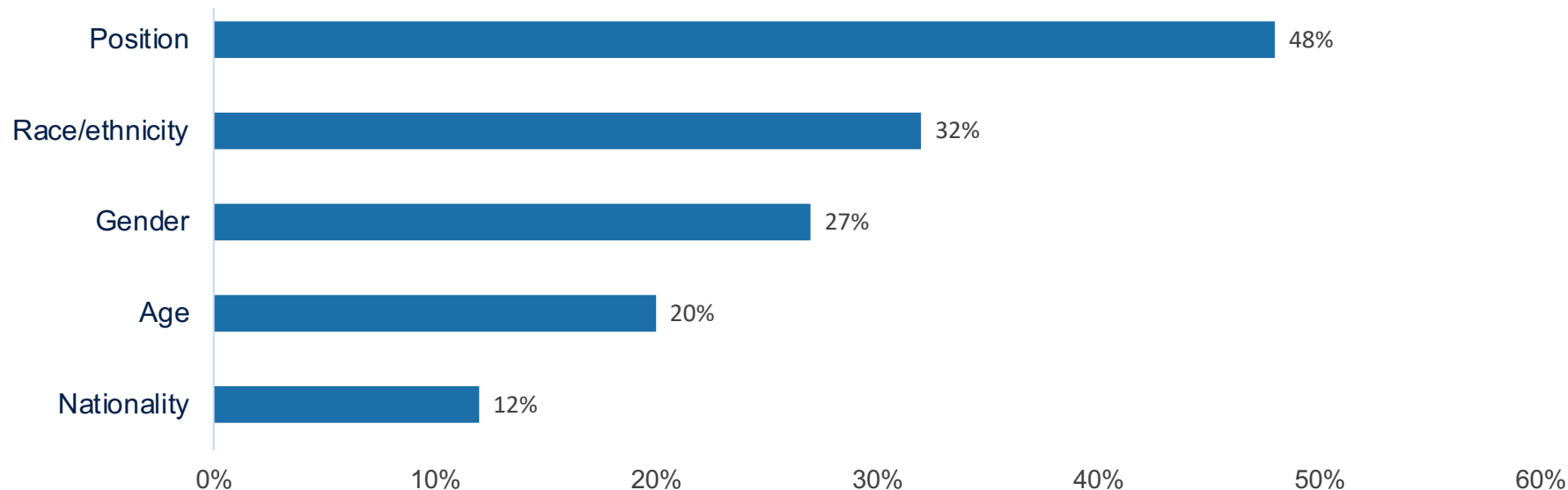


Experiences of exclusionary behavior vary across UCSF and are more common for historically underrepresented groups.

- Women (26%) more likely than men (19%) to experience.
- LGBTQ+ (29%), trans/non-binary people (38%), and those with disabilities (38%) more likely to experience.
- Rates highest among Native American and Black/AA individuals.

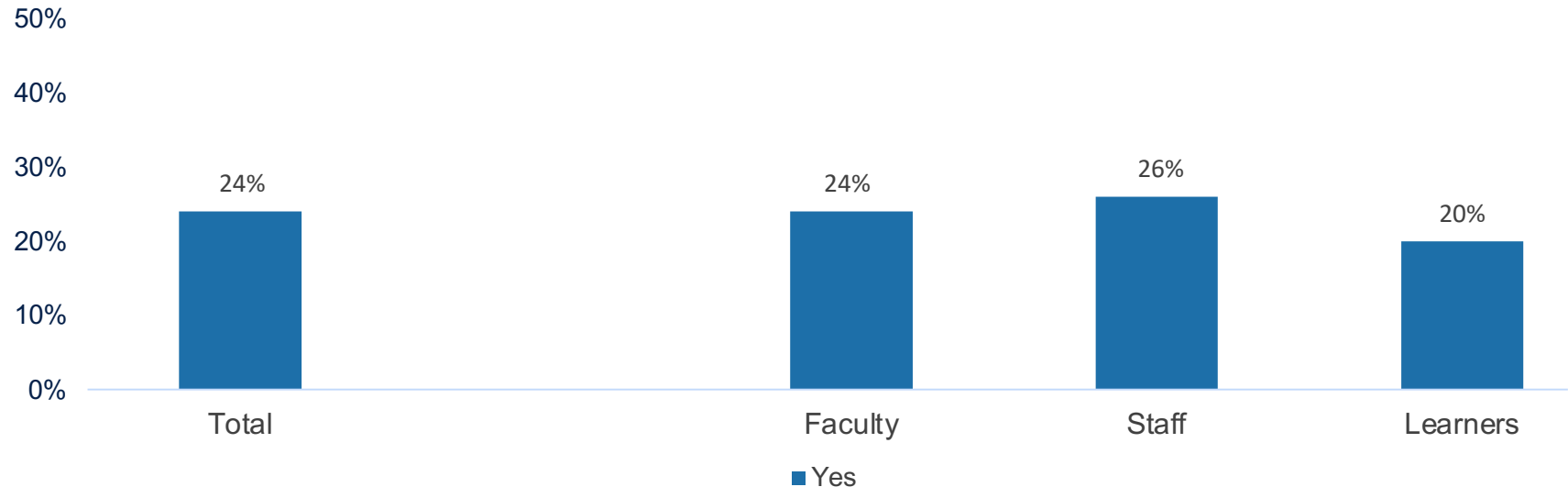
Among those who experienced exclusionary behavior, position is the most frequent assumed basis, followed by race/ethnicity and gender.

What do you believe the conduct was based upon? (SELECT ALL THAT APPLY)
(AMONG THOSE REPORTING EXCLUSIONARY BEHAVIOR; N=3,451)



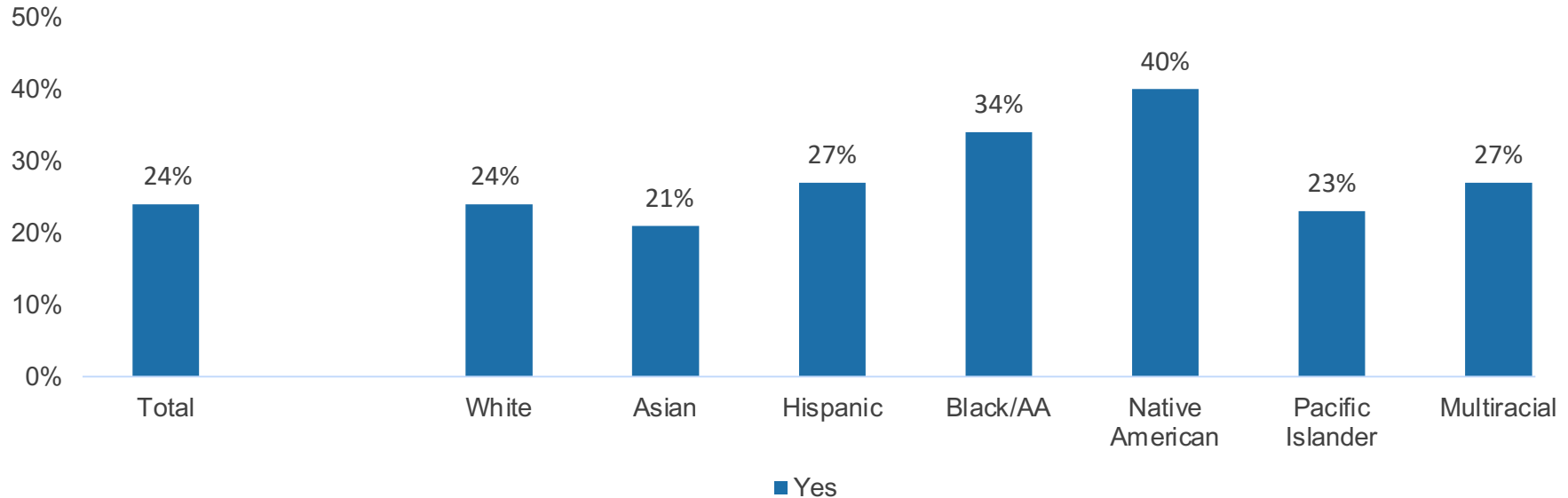
At UCSF overall, there is variation by position in experience of exclusionary behavior.

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF?

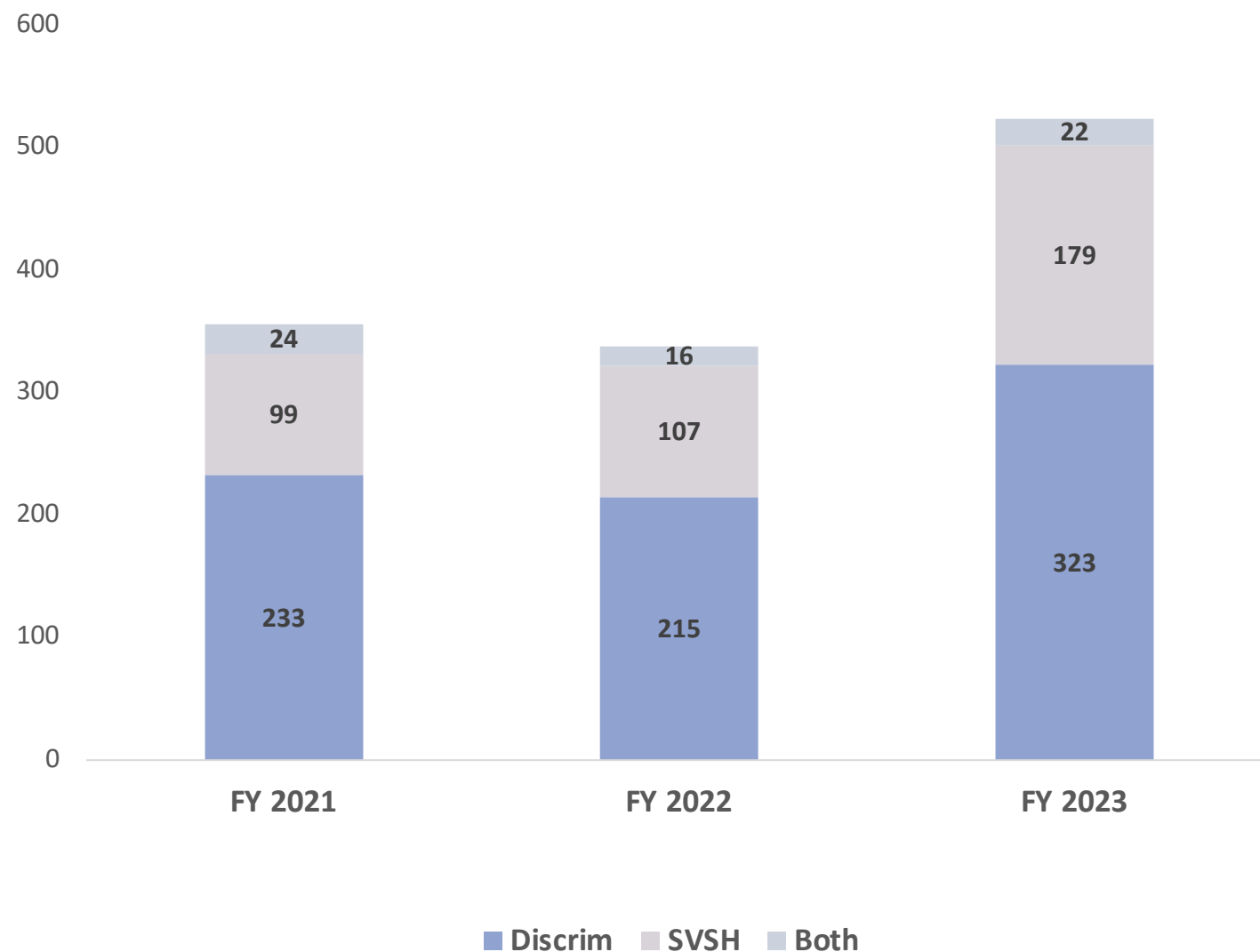


More Black/African American and Native American individuals say they experience exclusionary behavior.

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF?



Complaints by Policy Type (Jurisdictional Only)



Top Five Reported Allegations by Fiscal Year

FY 2021

Race*(210)

Sexual Harassment (92)

Sex/Gender (54)

Retaliation-ND (43)

Disability (36)

Sexual Violence (36)

FY 2022

Race*(179)

Sexual Harassment (106)

Sex/Gender (59)

Disability (43)

Sexual Violence (37)

FY 2023

Race*(252)

Sexual Harassment (169)

Sex/Gender (63)

Sexual Violence (56)

Disability (45)

** Race allegations include ancestry, color, national origin*