

Important Message Regarding James Sandoval

October 22, 2018

Dear UCR Community,

I write to provide information regarding the departure of Vice Chancellor for Student Affairs James (Jim) Sandoval earlier this year, and his actions during his employment at UCR.

In June 2017, I was first made aware of what Sandoval described to me as a consensual relationship between him and a subordinate employee. I immediately contacted our HR department, which placed a letter of reprimand in Sandoval's personnel file detailing the sanctions I imposed.

In August 2017, an anonymous source made allegations of sexual harassment and a hostile work environment in the Division of Student Affairs that Sandoval led. These allegations were promptly elevated to UC's Office of the President (UCOP), which launched an independent investigation.

In November 2017, I placed Sandoval on involuntary administrative leave. In December 2017, Sandoval informed me of his intention to retire from the university, effective January 2018.

The UCOP-led investigation concluded last week, and I received the report today. It found that Sandoval violated UC Sexual Violence and Sexual Harassment Policy. The investigation detailed a set of behaviors over a 20-year period, that demonstrated his blatant disregard for university policies and a breach of our Principles of Community.

Because of Sandoval's role and long tenure at UCR, these findings are especially troubling. They have caused a great deal of pain on campus and off. No person should ever be subjected to such reprehensible behavior.

I am sorry to those who were directly targeted by Sandoval and to the others subjected to the repercussions of his actions. My heart goes out to any member of our community who has been affected by sexual violence or sexual harassment. Please know that you have my unwavering commitment to providing a safe working and learning environment. I welcome campus-wide input on ways we can improve our outreach and prevention efforts, as well as provide better support to survivors.

If you have experienced or been made aware of sexual harassment or workplace misconduct, reports can be made directly to the Title IX office or the Locally Designated Official (LDO) for whistleblower complaints. Confidential support is also available through the CARE Office and Ombuds. Contact information for these campus resources are provided below.

Vice Chancellor Brian Haynes and Chief Compliance Officer Kiersten Boyce will be providing training resources for all who request it. In addition, we intend to conduct a workplace assessment in the Division of Student Affairs to ensure a safe and supportive work environment.

Finally, and most important, I commend the courageous individuals who came forward to report Sandoval's behavior. Had these individuals not spoken up, the scope and severity of his actions may never have come to light.

Kim A. Wilcox,
Chancellor

Campus Resources

Title IX Office: [web site](#), email: titleix@ucr.edu, phone: 951-827-7070

Locally Designated Official (LDO) for whistleblower complaints and whistleblower retaliation complaints: [web site](#), email: kiersten.boyce@ucr.edu; phone: 951-827-1128; to make an anonymous complaint, phone: 800-403-4744 or submit to [UCOP Ethics Point](#)

CARE (Campus Advocacy, Resources & Education) Office: [web site](#), email: advocate@ucr.edu; phone: 951-827-6225.

Office of the Ombudsperson: [web site](#), email: ombuds@ucr.edu, phone: 951-827-3213.
[UC Sexual Violence and Sexual Harassment Policy](#)