



**OFFICE OF COMPLIANCE
AND POLICY**

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SUBJECT: Response to your December 27, 2021 letter

Dear ASUCD President Manriquez, Vice President Martinez Hernandez, Senator Gawde and Chairs Ocampo and Chan:

At the request of Chancellor May, I am responding to your December 27 letter regarding Professor Baldini. As you may be aware from public accounts, in 2017 my office commenced an investigation into allegations of sexual harassment by Professor Baldini toward an undergraduate student. The student reported that Professor Baldini called her a “bad girl” during an office visit, pressed her buttocks against his body while teaching her to tango, kissed her on the cheek and sent her a text message asking to meet. The thorough investigation that followed substantiated these allegations. Chancellor May responded by imposing significant discipline on Professor Baldini, which included an unpaid four-month suspension.

I agree with you that sexual harassment has no place at UC Davis. This is why we respond promptly to all allegations of sexual harassment and take appropriate action to prevent sexual harassment from recurring. Not every substantiated sexual harassment allegation involving an employee results in the termination of employment. The disciplinary action the University takes depends upon the severity of the conduct.

The discipline taken against Professor Baldini in this case was calculated to prevent future harassment and, to date, we have not received any report from any student indicating that they have experienced sexual harassment from Professor Baldini. Student safety is our highest priority. I encourage any student who has experienced sexual harassment involving Professor Baldini to contact the [UC Davis Harassment & Discrimination Assistance and Prevention Program \(HDAPP\)](#) as soon as possible so the University can promptly address such concerns.

Regarding your specific requests, please understand that reopening the investigation without new information would not result in a changed outcome, nor were there any deficiencies in the original investigation that would merit reopening it. Moreover, as a public institution, we are not legally permitted to discipline an employee twice for the same conduct. However, we are firmly committed to ensuring an environment free of sexual harassment and will promptly address new allegations of sexual harassment involving Professor Baldini, including commencing an investigation if appropriate. If you are aware of new allegations involving Professor Baldini, please share that information with me or HDAPP so we can reach out to the affected students to obtain additional information and provide resources.

If you have questions about the University's SVSH Policy and procedures, please let me know. I would be happy to discuss this with you further.

Sincerely,

Wendi Delmendo

Wendi Delmendo
Chief Compliance Officer

