

Re Solutions.



# OSHPP

## **Office of Sexual Harassment Prevention & Policy**

University of California, San Diego

University Center 201 (corner of Gilman and Myers)

**Phone:** 858-534-8298 | **Email:** [oshpp@ucsd.edu](mailto:oshpp@ucsd.edu) | <http://oshpp.ucsd.edu>

## What is Sexual Harassment?

**Sexual harassment is a specific type of illegal discrimination, which is defined as unwelcome conduct of a sexual nature that is so severe or pervasive, it creates a hostile environment for a reasonable person. It may include a wide range of behavior that, depending on the circumstances, unreasonably interferes with and adversely impacts the educational experience or work environment.**

## Sexual Harassment is an important issue.

UCSD encourages education as the best way to work toward a harassment-free community. Every member of the UCSD community should be aware that sexual harassment is prohibited both by law and by UCSD policy. UCSD will take whatever action may be needed to prevent, correct, and if necessary, discipline behavior which violates our sexual harassment policy. Creating a harassment-free community requires ongoing commitment on the part of everyone.

## Consensual relationships could raise issues.

The UCSD Policy on Conflicts of Interest Arising Out Of Consensual Relationships addresses potential ethical and legal issues that arise when individuals develop romantic or sexual

## Our Mission Statement

**Our mission is to educate the entire UCSD community about sexual harassment and gender discrimination and to assist with the prevention and resolution of these issues in a fair and responsible manner. We promote an environment in which all can work, learn and live in an atmosphere free from all forms of harassment and discrimination.**

## Office of Sexual Harassment Prevention & Policy



## What is Sexual Harassment?

**Sexual harassment is a specific type of illegal discrimination, which is defined as unwelcome conduct of a sexual nature that is so severe or pervasive, it creates a hostile environment for a reasonable person. It may include a wide range of behavior that, depending on the circumstances, unreasonably interferes with and adversely impacts the educational experience or work environment.**

### Sexual Harassment is an important issue.

UCSD encourages education as the best way to work toward a harassment-free community. Every member of the UCSD community should be aware that sexual harassment is prohibited both by law and by UCSD policy. UCSD will take whatever action may be needed to prevent, correct, and if necessary, discipline behavior which violates our sexual harassment policy. Creating a harassment-free community requires ongoing commitment on the part of everyone.

### Consensual relationships could raise issues.

The UCSD Policy on Conflicts of Interest Arising Out Of Consensual Relationships addresses potential ethical and legal issues that arise when individuals develop romantic or sexual

relationships. UCSD employees may date one another when there is no current supervisory relationship between them. The UC systemwide faculty-student relationship policy (APM 015) prohibits a faculty member from becoming romantically or sexually involved with students the faculty member supervises or expects to supervise in the future.

### Ignoring it will not make it go away.

Many times, people who are being sexually harassed think that the offensive conduct will stop if they just ignore it. Some people hope the other person will get the hint. Ignoring such behavior will not make it go away and, in fact, the conduct may get worse if you do nothing to stop it. Do not be afraid to speak up. Retaliation against anyone who has filed a sexual harassment complaint is strictly prohibited by University policy and state and federal law.

### Some behavior crosses the line.

Examples of verbal, visual or physical conduct that may be sexual harassment include, but are not limited to:

- Direct propositions of a sexual nature;
- Sexual innuendos and other seductive behavior, including subtle pressure for sexual activity such as repeated, unwanted requests for dates, and repeated inappropriate personal comments, staring, or touching;
- Direct or implied threats that submission to sexual advances will be a condition of employment, promotion, grades, etc.;
- Unnecessary or unwanted touching, patting, massaging, hugging or brushing against a person's body or other unwanted conduct of a physical nature;
- Remarks of a sexual nature about a person's clothing or body;
- Invading someone's personal space or blocking her/his path;
- Unwelcome and inappropriate letters, telephone calls, electronic mail, or other communications or gifts.

### Supervisors have additional responsibilities.

University officials are charged by state and federal laws to provide a work environment that is free of harassment and to assist those who report harassing conduct to them. Under California law, UCSD supervisors are required to have two hours of sexual harassment prevention training every two years. Supervisors may satisfy the mandatory training requirement through an in-person or online training. Supervisors are responsible for immediately responding to reports of harassment that come to their attention. Supervisors responsible for reporting or responding to sexual harassment who are aware of harassment and take no action to stop it or fail to report it may be disciplined.

### What can I do about sexual harassment?

If you think that you are being sexually harassed, you can make an appointment to consult with OSHPD and discuss your options.

#### You should know that you can:

- Obtain advice without filing a complaint
- Seek informal assistance to stop the offensive behavior
- File a formal complaint
- View information online about UCSD's Sexual Harassment Policy

# Sexual Harassment Resources

## UCSD Community

### Office of Sexual Harassment Prevention & Policy

(858) 534-8298

### UCSD Police Department

(858) 534-4357

### Sexual Assault and Violence Prevention Resource Center

(858) 534-5793

### Student Psychological and Counseling Services

(858) 534-3755

### Faculty Staff Assistance Program

(858) 534-5523

### Employee Relations

(858) 534-4115

### Academic Employee Relations

(858) 822-2041

### Medical Center Labor & Employee Relations

(619) 471-0495

### Office of the Ombuds

(858) 534-0777

## Equal Opportunity/Staff Affirmative Action

(858) 534-3694

## Women's Center

(858) 822-0074

## Lesbian Gay Bisexual Transgender Resource Center

(858) 822-3493

## Student Legal Services

(858) 534-4374

## Government Entities

### Office of Civil Rights, U.S. Department of Education, California Regional Office

(415) 556-4275

[www.ed.gov/offices/OCR](http://www.ed.gov/offices/OCR)

### California Department of Fair Employment and Housing

(800) 884-1684

[www.dfeh.ca.gov](http://www.dfeh.ca.gov)

### Equal Employment Opportunity Commission, San Diego Area Office

(619) 557-7235

[www.eeoc.gov](http://www.eeoc.gov)

