



OSHPP E-News

Fall 2004

Office of Sexual Harassment Prevention & Policy (OSHPP)

This electronic newsletter provides an update on sexual harassment and gender discrimination issues.

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- Governor mandates sexual harassment training
- Krispy Kreme settles sexual harassment suit
- Transsexual firefighter sues
- Tenured prof shoots nude photos of student
- Love Your Body Day is October 20
- Sex in the Cinema on October 26
- New OSHPP brochures in Spanish
- DID YOU KNOW...?

SCHWARZENEGGER SIGNS

On September 30, 2004, the Governor signed into law a bill requiring mandatory sexual harassment training and education for supervisors at employers with 50 or more employees. The new law requires employers to provide 2 hours of training and education to all supervisory employees every 2 years and to all new supervisory employees within 6 months of their assumption of a supervisory position. OSHPP encourages departments to schedule programs early by contacting OSHPP at (858) 534-8298 or emailing oshpp@ucsd.edu. Individuals may also use the online sexual harassment program, available through OSHPP's website, at <http://oshpp.ucsd.edu/>.

THE HOT LIGHT IS ON

Krispy Kreme recently settled a sexual harassment lawsuit involving five employees at a Seattle store. One female employee alleged that her supervisor demanded sexual favors and threatened to fire her if she refused. This same manager exposed himself to another female worker. Two male employees who complained about the manager's behavior were laid off. A different supervisor reported the harassment to management and nothing was done. Fortunately, the accused manager no longer works for the popular doughnut maker.

TRANS FIREFIGHTER IGNITES FEDERAL SUIT

An Ohio firefighter may sue for sex discrimination because of his gender identity. The firefighter informed his boss of his plans to express a more feminine appearance at work as he began his transition to become a woman. His supervisor tried to force him to resign but suspended him instead. The federal court determined that discrimination based on sex stereotypes is prohibited under Title VII of the Civil Rights Act of 1964. OSHPP reminds readers that gender identity discrimination is a violation of University policy and state and federal law.

OVEREXPOSURE AT FACULTY PHOTO SESSION

A tenured Ohio University professor of communication resigned because of a sexual harassment complaint against him. An undergraduate female alleged that the professor touched her breast and made inappropriate comments while she posed topless for him. The school now bans faculty photo sessions with nude or partially clothed students.

LOVE YOUR BODY DAY is on October 20, 2004 from 11 am to 1 pm at the Women's Center lawn across from the Gilman Parking Structure. This event is designed to promote positive images of women and resist the harmful and unrealistic portrayals of women in advertising and entertainment. There will be free food, entertainment, body casting, information tables and prizes! This event is co-sponsored with the UCSD Women's Center.

SEX IN THE CINEMA presents ANCHORMAN: THE LEGEND OF RON BURGUNDY, Tuesday, October 26, 2004 at 7 and 10 pm at the Price Center Theater. Co-sponsored with the University Centers. FREE!!!

OSHPP BROCHURES AVAILABLE IN SPANISH

OSHPP has written informational materials available in Spanish. To request copies for your department, please email oshpp@ucsd.edu.

DID YOU KNOW...? The number of sexual harassment claims filed by men has increased 62% since 1992? Men now account for 15% of all sexual harassment cases filed with the Equal Employment Opportunity Commission (EEOC). The majority of these complaints allege male-on-male harassment.

PUZZLED ABOUT SEXUAL HARASSMENT? SOLUTIONS FOUND HERE.

Contact OSHPP at 201 University Center, (858) 534-8298, email oshpp@ucsd.edu or log on to <http://oshpp.ucsd.edu>.