

Office of Sexual Harassment Prevention & Policy (OSHPP)

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

In this issue:

- * EEOC releases 2002 statistics showing increase in complaints filed by men
- ** Department of Fair Employment and Housing publishes new hate crime manual
- *** Commission on Opportunity in Athletics releases Title IX report
- **** Nationwide survey finds inappropriate sexual comments heard by 33% of employees

* The Equal Employment Opportunity Commission (EEOC) reports males filed 14.9% of sexual harassment complaints in fiscal year 2002. The number of charges filed by men has increased steadily over the last decade (males filed 9.1% of the sexual harassment allegations in 1993). There has been an overall increase in complaints alleging various forms of employment discrimination, including sex/gender discrimination complaints, which were up by 1.6% in 2002. For more information on sexual harassment charges filed with the EEOC, log on to <http://www.eeoc.gov/stats/harass.html>.

** The California Department of Fair Employment and Housing (DFEH) announced the release of a new publication designed to assist victims of hate violence. "Responding to Hate: Rights, Remedies, Prevention Strategies" outlines the DFEH role in enforcing California's Ralph Civil Rights Act. The Ralph Act prohibits violence or threats of violence because of a person's race, color, religion, ancestry, national origin, age, disability, sex, sexual orientation, political affiliation or position in a labor dispute. DFEH provides strategies for preventing hate violence and discrimination. The publication is available at <http://www.dfeh.ca.gov>.

*** The Department of Education Secretary's Commission on Opportunity in Athletics released its report, "Open to All: Title IX at Thirty." The Commission, which was established in summer 2002, spent months listening to testimony from athletics directors, educators, and members of the public about enforcement of Title IX in college athletics. The Commission made 23 recommendations to modify methods of compliance with the federal law that prohibits sex discrimination in educational institutions. Judy Foudy and Donna de Varona, two members of the 15-member Commission, filed a minority report which counters some of the full Commission's proposed changes to how colleges should comply with Title IX. The Secretary of Education is under no obligation to follow the proposed recommendations. The Commission report is available at <http://www.ed.gov/pubs/titleixat30/index.html>. The minority report is online at http://www.womenssportsfoundation.org/binary-data/WSF_ARTICLE/pdf_file/944.pdf

**** A recent nationwide survey found that one-third of employees heard sexually inappropriate comments in the workplace during 2002. When asked “Did you hear one or more colleagues at work do any of the following during 2002,” 33.7% responded that they had heard a sexually inappropriate comment, 29.5% reported hearing a racial slur, and 24.4% heard someone being ridiculed based on their sexual orientation. The survey, conducted by Novations/J. Howard & Associates, a Boston-based diversity consulting company, is available at <http://www.prnewswire.com/news>.

Try OSHPP’s online education program, PREVENTING SEXUAL HARASSMENT, available on the OSHPP web site at <http://oshpp.ucsd.edu>. Just click “online training.” For advice or to request educational materials on sexual harassment and gender discrimination issues, contact OSHPP at (858) 534-8298 or email oshpp@ucsd.edu.