



OSHPP E-News

Spring 2005

Office of Sexual Harassment Prevention & Policy (OSHPP)

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

In this issue:

Race, Sex, and Retaliation
Mandatory Supervisor Training
Title IX Whistleblower Protection
Take Our Daughters and Sons to Work Day
Sex in the Cinema Presents "Hitch"
Did you know....?

EEOC 2004 STATISTICS

Race, sex, and retaliation were the most frequent bases for EEOC complaints in 2004. The Equal Employment Opportunity Commission released its enforcement statistics for fiscal year 2004. Males filed 15.1% of the sexual harassment complaints. The percentage of male complainants has climbed steadily over the years, with the highest percentage ever recorded in 2004. For additional information, visit <http://www.eeoc.gov/stats/harass.html>

SUPERVISOR TRAINING REMINDER

Effective January 1, 2005, supervisors are required to have two hours of sexual harassment training by January 1, 2006. The mandatory training requirement must be repeated every two years. Campus wide programs are now offered through Staff Education Enrollment Central under the course category of supervision. The Office of the President plans to offer a 2 hour online course later in the year that will also satisfy the legal requirement. Frequently asked questions about the new law are answered on the OSHPP web page at <http://oshpp.ucsd.edu>. Supervisors may continue to call (858) 534-8298 or email oshpp@ucsd.edu to schedule a live presentation for other non-supervisory staff.

TITLE IX PROTECTS AGAINST RETALIATION

The U.S. Supreme Court recently decided that Title IX protects whistleblowers who complain about sex discrimination from retaliation. Title IX of the Education Amendments of 1972 is the federal law that prohibits discrimination based on sex in educational institutions that receive federal funding. A Birmingham, Alabama high school girls basketball coach lost his position after he complained that the boys basketball team had newer equipment and received better treatment than

the girls team. He sued under Title IX and argued that the school retaliated against him for complaining about the unequal treatment of girls basketball players. The Supreme Court found that the purpose of Title IX would be undermined and illegal discrimination would continue if the law did not protect witnesses from retaliation. Coaches and instructors are usually in the best position to bring inequities to the attention of school administrators. This ruling encourages whistleblowers to come forward about potential civil rights violations. The case is Jackson v. Birmingham Board of Education.

TAKE OUR DAUGHTERS AND SONS TO WORK DAY

On April 28, 2005, OSHPP will sponsor two information sessions on preventing bullying and sexual harassment for school age children. For more information on Take Our Daughters and Sons To Work Day, visit the UCSD Women's Center website at <http://women.ucsd.edu/>

FREE SCREENING OF "HITCH"

Don't miss Sex in the Cinema with Will Smith and Eva Mendes in "Hitch" on Tuesday, May 24, 2005 at 7 and 10 pm in the Price Center Theatre. This FREE film is sponsored by OSHPP and the University Centers.

DID YOU KNOW....?

The California Department of Fair Employment and Housing (DFEH) is the largest state civil rights agency in the U.S. DFEH was established by the Legislature in 1959 and it has fifteen district offices throughout the State. The mission of the Department of Fair Employment and Housing is to protect the people of California from unlawful discrimination in employment, housing and public accommodations, and from the perpetration of acts of hate violence.

PUZZLED ABOUT SEXUAL HARASSMENT? SOLUTIONS FOUND HERE.

OSHPP, 201 University Center, (858) 534-8298, <http://oshpp.ucsd.edu>.