



## OSHPP E-News

Spring 2006

### Office of Sexual Harassment Prevention & Policy (OSHPP)

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

In this issue:

Got training?

Slight drop in 2005 discrimination charges

Profanity poll

Sex in the Cinema presents "Brokeback Mountain" on April 18<sup>th</sup>

Did you know...?

#### EDUCATION PROGRAMS HERE, THERE, AND EVERYWHERE

Thank you to all of the supervisors and academic appointees who have completed the two-hour sexual harassment education program! Approximately 85% of UCSD's supervisors are now in compliance with the new requirement. Those supervisors who attended a program in 2003 or 2004 will be asked to attend a program in 2006. Stay tuned for details. NEW supervisors or academic appointees have 6 months in which to satisfy the requirement, which may be done either by taking the online course or by attending a class. The online program, provided by Workplace Answers, requires an individualized link. OSHPP also offers programs for students and non-supervisors. Visit the OSHPP website at <http://oshpp.ucsd.edu> for more details.

#### EEOC CHARGES DOWN 5 PERCENT IN 2005

The Equal Employment Opportunity Commission (EEOC) released its enforcement statistics for 2005 which showed a slight decrease in discrimination charges. The EEOC Chair attributes the charge decrease to proactive prevention efforts. The most frequent filings continue to be based on race (35% of all filings), sex (30.6% of all filings), and retaliation (29.5% of all filings). Of the total number of sexual harassment charges filed with the EEOC in 2005, 14% were filed by men. For more information, visit <http://www.eeoc.gov>.

#### PROFANITY PERSISTS

According to a recent AP/Ipsos poll, 74% of Americans said they encounter profanity in public frequently or occasionally. Two-thirds of respondents said they think people swear more frequently than they did 20 years ago. The poll showed

that 62% of 18 to 34-year-olds swear in conversation at least a few times a week. Overall, 64% responded that they use the F-word a few times a week or a few times a month. When asked, "How much does it bother you when people use profanity or swear words," 67% replied that it bothers them a lot or some. To view the poll results, visit <http://www.ipsos-na.com/news/pressrelease.cfm?id=3031>. OSHPP reminds readers that unwelcome sexual verbal behavior, including pervasive use of profanity, could create a hostile work or educational environment.

SEX IN THE CINEMA PRESENTS "BROKEBACK MOUNTAIN"  
FREE screening on Tuesday, April 18, 2006 at 7 and 10 pm at the Price Center Theatre. Don't miss this unforgettable love story of two cowboys, which was nominated for 8 Academy Awards. This film is co-sponsored with University Centers and the Lesbian Gay Bisexual Transgender Resource Center. FREE!

#### DID YOU KNOW...?

Twenty years ago, the U.S. Supreme Court decided its first sexual harassment case, confirming that unwelcome sexual behavior that creates a hostile environment is a form of sex discrimination in violation of Title VII of the Civil Rights Act of 1964. In *Meritor Savings Bank v. Vinson* (argued March 25, 1986 and decided June 19, 1986), a female bank employee alleged that her supervisor subjected her to unwelcome physical conduct on numerous occasions. In the lower courts, the bank argued that there was no violation of law because Ms. Vinson had no economic injury and she had not been fired or demoted. It also argued that she voluntarily participated in the conduct. The Supreme Court decided that unwelcome sexual behavior that is severe or pervasive may violate federal law even if the victim did not suffer economic injury. In addition, the court decided that the correct inquiry in such cases is whether the conduct was unwelcome. This landmark decision broadened the legal definition of actionable sexual harassment to include both quid pro quo and hostile environment claims.

PUZZLED ABOUT SEXUAL HARASSMENT? SOLUTIONS FOUND HERE!  
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