

Office of Sexual Harassment Prevention & Policy (OSHPP)

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

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- UCSD sexual harassment prevention efforts at record high
- Verbal attack on behavior that does not conform to gender stereotypes is sexual harassment
- Title IX marks 30th anniversary
- Study examines recruitment and retention of female engineering students and faculty
- UCSD launches new Healthcare version of online sexual harassment program

UCSD educates over 4,000 faculty, staff and students during last fiscal year. During fiscal year 2000-01, OSHPP offered 140 education programs to approximately 4,100 UCSD affiliates. The number of campus community members who have received preventive education has risen since OSHPP was established. For more information, visit the OSHPP website at <http://oshpp.ucsd.edu>.

Co-workers' verbal attack on a male co-worker's effeminate nature constitutes harassment based on sex. Co-workers referred to the plaintiff as "she" and "her" and they mocked the way he walked "like a woman." The court held that the plaintiff was discriminated against because he did not meet stereotypical expectations of masculinity. *Nichols v. Azteca Restaurant Enterprises, Inc.*

This June marked the 30th anniversary of Title IX of the Education Amendments of 1972. Title IX is the federal law that prohibits discrimination based on sex in educational institutions that receive federal funding. The Department of Education Office for Civil Rights (OCR) monitors compliance with Title IX and other anti-discrimination statutes. During fiscal year 2000, OCR resolved 6,364 discrimination complaints, the highest number ever in a single year. Sex discrimination complaints comprised 8% of all new complaints received in 2000. For information about OCR, log on to <http://www.ed.gov/offices/OCR>.

A recently released report entitled "Women's Experiences in College Engineering", finds that female engineering students are more likely to complete their degrees when they have strong social support networks and mentors in the engineering field. The study examines statistical and anecdotal evidence from 53 universities, and more than 20,000 female undergraduates, faculty and deans. Male and female faculty's perceptions of conditions for women faculty and students in engineering differed significantly. Women faculty were more likely than men to agree that their department should do more to recruit and retain women students. Most notably, the study finds that women are not dropping out of engineering programs due to poor grades—two-thirds of the women who leave engineering

have A or B grade point averages. Copies of the report are available at <http://www.grginc.com>.

OSHPP has updated the Healthcare version of the online education program, *Preventing Sexual Harassment*. Since many employees in Healthcare share workstations, the program was modified to accommodate users who have limited online access. For more information about sexual harassment and gender discrimination or to try our online program, visit the OSHPP website at <http://oshpp.ucsd.edu>.