

Office of Sexual Harassment Prevention & Policy (OSHPP)

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

In this issue:

*UC Regents ban faculty student dating

**EEOC reports increase in teen sexual harassment complaints

***Department of Education clarifies Title IX

****Did you know...?

*****Sex in the Cinema features Welcome Week film

*On July 17, 2003, the University of California Regents approved a new system wide policy that prohibits faculty members from engaging in romantic or sexual relationships with students for whom they have academic responsibility or should reasonably expect to supervise in the future. Under the policy, a faculty member who has a consensual romantic or sexual relationship with a student that he or she supervises would be violating the Faculty Code of Conduct. The new faculty-student relations policy is designed to protect the integrity of the teaching relationship and to preserve ethical academic supervision. To review the new policy language, log on to <http://www.ucop.edu/regents/aar/julye.pdf>

**The Equal Employment Opportunity Commission (EEOC) reports an increase in sexual harassment cases involving teenagers. As of July 2003, the EEOC has filed 541 cases on behalf of minors, and approximately 99 percent of those involve sexual harassment allegations. A Delaware Taco Bell restaurant recently settled a \$150,000 sexual harassment case involving a teen worker. Many employees age 16 to 20 years old who work in fast food and retail industries often do not know where to get help when they experience workplace harassment. The EEOC has launched a new youth outreach education program to increase awareness of sexual harassment among teen employees.

***On July 11, 2003, the U.S. Department of Education affirmed its commitment to enforcing Title IX in intercollegiate athletics programs. Colleges and universities have several ways to satisfy the federal law that prohibits sex discrimination in educational institutions. One issue the government clarified is that cutting men's sports teams to comply with Title IX is a disfavored practice. The clarification follows a year of legal debate and investigative hearings that

focused on revising rules governing Title IX enforcement. For more on Title IX, visit <http://www.ed.gov/inits/commissionsboards/athletics/>

****DID YOU KNOW that sex discrimination was never originally intended to be part of Title VII of the Civil Rights Act of 1964? The amendment to prevent sex discrimination was proposed by a segregationist Congressional member who hoped to defeat the entire bill that would prohibit racial discrimination in employment. Congress passed the landmark legislation on July 2, 1964 following 534 hours of debate, the longest debate in history. President Lyndon B. Johnson signed the bill into law that same evening in a nationally televised broadcast.

*****OSHPP's Sex in the Cinema series features "Charlie's Angels—Full Throttle" during Welcome Week on Monday, September 22, 2003 at 5:00 p.m. in the Price Center Theatre. This film is FREE.

Puzzled about sexual harassment? Find solutions at <http://oshpp.ucsd.edu>