

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

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

In this issue:

- New legislation provides added workplace protection for sexual assault victims
- EEOC finds sexually explicit swimsuit calendar creates hostile environment
- UC policies apply to inappropriate Internet access of potentially offensive material
- UC Berkeley law school dean resigns following allegation of sexual harassment
- OSHPP website has new look

**Governor Gray Davis approved legislation which provides workplace protection for victims of sexual assault.** AB 2195 allows sexual assault victims to take time off from work for any reason related to the assault, and prohibits employers from taking adverse employment action as a result. Employers are required to maintain the confidentiality of an employee requesting this type of leave. The new law amends California Labor Code Section 230 by extending to sexual assault victims the same workplace protections that exist for victims of domestic violence.

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**The Equal Employment Opportunity Commission (EEOC) found that a complainant was subjected to a hostile work environment based on the continued display of scantily clad women in swimsuit calendars.** The complainant alleged that three coworkers had pictures of scantily clad women in their offices. She also claimed that one supervisor told her to ignore the pictures. After one coworker was instructed to remove the pictures, new ones were placed on the complainant's desk. She also received catalogs for undergarments and sex toys on her desk. The conduct occurred over a two-year period. The EEOC found that management had failed to take reasonable care to prevent or correct the inappropriate sexual behavior. *Waskiewicz v. General Services Administration*

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**UCSD faculty, staff and students are reminded that the University of California Electronic Communications Policy applies to all users of University electronic communications resources, including inappropriate Internet access.** Policy violations may lead to restriction of access to University electronic communications resources and/or disciplinary action up to and including dismissal. Access to University computing, networking, and information resources is a privilege conditioned upon compliance with current policies. You may review highlights of the UC Electronic Communications Policy at <http://www.ucop.edu/ucophome/policies/ec/brochure.pdf>. UCSD's Academic Computing Services Acceptable Use Policies are available at <http://www-ac.s.ucsd.edu/lib/aup.html>.

**The University of California at Berkeley Boalt Hall School of Law dean resigned in November 2002 after being accused of sexually harassing a former student.** John Dwyer, former law school dean, admitted he made a “serious error in judgment” by having a single encounter with a student. The student alleged that the dean sexually assaulted her after a night of drinking with a group of law students. She further alleged the assault occurred after she had passed out. Although the dean has resigned, UC Berkeley is continuing to investigate the former student’s complaint, as well as reviewing the general practices and procedures for handling sexual harassment complaints. You may review the **UCSD Sexual Harassment and Complaint Resolution Policy** at <http://oshpp.ucsd.edu>. OSHPP also encourages UCSD community members to take our online sexual harassment education program, *Preventing Sexual Harassment*, accessible on the OSHPP website.

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The OSHPP website has a new look! The new web page is more user friendly and provides convenient links to laws and policies. For information on sexual harassment and gender discrimination, contact OSHPP at (858) 534-8298 or email [oshpp@ucsd.edu](mailto:oshpp@ucsd.edu). You can get advice without filing a complaint.