



OSHPP E-News

Winter 2005

Office of Sexual Harassment Prevention & Policy (OSHPP)

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

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- New Year's Resolution for Supervisors
- New UC Policy
- Don't send me flowers
- Sex in the Cinema presents "Kinsey"
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NEW YEAR NEW LAW

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. Supervisors who have already received sexual harassment training after January 1, 2003 will not have to attend another training session until after 2006. Currently, online training alone does not satisfy the new legal requirement, though online options may exist later in the year. Supervisors may arrange to take a 2-hour in-person education program **OR** they may take our online program and attend a 1-hour in-person education program. Frequently asked questions about the new law are answered on the OSHPP web page at <http://oshpp.ucsd.edu>. Supervisors may call (858) 534-8298 or email oshpp@ucsd.edu to schedule an in-person program.

NEW SYSTEMWIDE SEXUAL HARASSMENT POLICY AND PROCEDURES

On December 14, 2004, President Dynes approved a revised University of California Policy on Sexual Harassment and associated Procedures for Responding to Reports of Sexual Harassment. The policy and procedures cover all members of the University community, including faculty and other academic personnel, Medical Center personnel, staff, students, and non-student or non-employee participants in University programs. Campus procedures will be revised by April 4, 2005 to reflect the systemwide revisions. The UC Policy is available online at <http://www.ucop.edu/ucophome/coordrev/policy/PP121404policy.pdf> and the UC Procedures are at <http://www.ucop.edu/ucophome/coordrev/policy/PP121404procedures.pdf>.

LOVE'S BLOOM BLUNDER

A federal court decided that Ball State University responded appropriately to the sexual harassment complaint of a student who received flowers and notes from an anonymous admirer who turned out to be her computer science professor. The university immediately investigated and found that the professor's actions, while unprofessional, did not yet meet the legal definition of sexual harassment. Ball State did take corrective action against the professor, advising him to refrain from further contacting the student. OSHPP reminds readers

that UCSD will respond promptly and effectively to all reports of unwelcome sexual behavior and may take appropriate action to address conduct that may not yet rise to the level of illegal discrimination.

SEX IN THE CINEMA presents KINSEY on Tuesday, February 15, 2005 at 7 and 10 pm in the Price Center Theatre. This screening is co-sponsored by OSHPP, the Lesbian Gay Bisexual Transgender Resource Center and the University Centers. FREE!!!

DID YOU KNOW...? The first woman to hold a U.S. cabinet position was Frances Perkins who was appointed by President Franklin Roosevelt in 1933 to serve as the U.S. Secretary of Labor. She was responsible for establishing important legislation, including minimum-wage laws and the Social Security Act. Perkins held the position for twelve years, longer than any other Secretary of Labor in history.

PUZZLED ABOUT SEXUAL HARASSMENT? Solutions found here. OSHPP (858) 534-8298 or oshpp@ucsd.edu or <http://oshpp.ucsd.edu>.