



OSHPP E-News

Winter 2006

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 civil rights measures
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BETTER LATE THAN NEVER

Did you miss the December 31, 2005 deadline for supervisory sexual harassment education? If so, you are encouraged to satisfy the 2-hour requirement as soon as possible. Lists of supervisors (including academic appointees) who have NOT met the requirement will be forwarded to the relevant Vice Chancellors by the middle of January. NEW supervisors have 6 months in which to satisfy the requirement, which may be done either by taking the course online or by attending a class. The online program, provided by Workplace Answers, requires an individualized link. If you have not received one, you may contact OSHPP at oshpp@ucsd.edu to have it re-sent. Classes are also being offered each month. To sign up, go to Enrollment Central at <http://enrollmentcentral.ucsd.edu>.

NEW CALIFORNIA LAWS EXTEND CIVIL RIGHTS PROTECTIONS

Governor Schwarzenegger signed two bills which will help protect civil rights. AB 1669 extends the statute of limitations for filing a complaint with the Department of Fair Employment and Housing (DFEH) for individuals under age eighteen. Now a complaint of discrimination, including sexual harassment, may be filed with DFEH up to one year after the employee's 18th birthday. The law is designed to protect minor employees who may not have the resources or capacity to protect their rights. AB 1400 clarifies that the Unruh Civil Rights Act which prohibits business establishments from discriminating in the provision of services based on sex, race, color, religion, ancestry, national origin, disability, or medical condition, also includes marital status and sexual orientation on the list of protected categories. Both of these laws became effective on January 1, 2006.

GALLUP POLL SHOWS 1 IN 6 EXPERIENCE BIAS IN THE WORKPLACE

A December 2005 Gallup poll found that nearly one in six U.S. employees say they were discriminated against at work in the last year. Middle-aged women and minorities were more likely to report being targets of discrimination. Also, women were more than twice

as likely to claim discrimination as men. Other poll findings reveal most complaints involved gender bias (26 percent), followed by race (23 percent), age (17 percent), favoritism (12 percent) and disability (9 percent). The poll was conducted in conjunction with the 40th anniversary of the Equal Employment Opportunity Commission (EEOC) and addressed perceptions of discrimination over the four decades since the EEOC was founded. For more information, visit <http://www.gallup.com>.

TRANSGENDER YALE EMPLOYEE WINS HOSTILE ENVIRONMENT CLAIM

Erin Dwyer worked at Yale University from 1985 to 2002 and legally changed her identity from male to female in December 2000. Dwyer was employed as a pantry worker at Yale University and she was subjected to derogatory comments and threats from her co-workers every day. When she complained to the university, she was transferred to a lower paying position. The State of Connecticut Commission on Human Rights and Opportunities decided that Yale violated Connecticut's anti-discrimination law by failing to take reasonable steps to remedy the hostile work environment. OSHPP reminds readers that under California's Fair Employment and Housing Act and UCSD policy, faculty, staff and students are protected against discrimination based on gender identity and sexual orientation.

SEX IN THE CINEMA PRESENTS NORTH COUNTRY JAN 31, 2006—FREE!

All she wanted was to make a living. Instead she made history. Oscar winner Charlize Theron stars in "North Country" which depicts the first major successful sexual harassment case in the United States -- Jenson vs. Eveleth Mines, where a woman who endured a range of abuse while working as a miner filed and won the landmark 1984 lawsuit. "North Country" will be shown on Tuesday, January 31, 2006 at 7 and 10 pm in the Price Center Theatre. This FREE showing is co-sponsored by OSHPP, the Women's Center and University Centers.

PUZZLED ABOUT SEXUAL HARASSMENT? SOLUTIONS FOUND HERE.

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