

UCIrvine

**Office of
Equal Opportunity and Diversity**

Annual Report

2005-2006



Committed to Excellence through Diversity

The Office of Equal Opportunity and Diversity

(OEOD) has three key responsibilities: University compliance with the sexual harassment and non-discrimination policies; education programs relating to sexual harassment, non-discrimination and diversity; and equal opportunity employment. The OEOD is responsible for coordinating the University's adherence to the *UC Nondiscrimination & Affirmative Action Policy Regarding Academic & Staff Employment*, the *UC Nondiscrimination Policy Statement Regarding Student-Related Matters* and the *UC Policy on Sexual Harassment*. OEOD makes available both formal and informal complaint resolution processes in addition to training and education for this purpose.

OEOD also produces the annual Affirmative Action Plan, oversees the University's responsibility regarding equal opportunity objectives, and monitors disbursement of the UCOP-allocated Employee Development Block Grant Funds that incorporate the objectives of employee development and affirmative action.

**Office of
Equal Opportunity and Diversity
Annual Report
2005-2006**

Table of Contents

I. Highlights 2005-2006.....	1
II. Complaint Resolution	2
III. Training and Educational Programs.....	4
IV. Affirmative Action Goals.....	7
V. Employee Development Block Grant	8
VI. Appendices	
• Appendix A: Sexual Harassment/Discrimination Cases	
• Appendix B: Sexual Harassment/Discrimination Prevention Training	
• Appendix C: Diversity Training	

Highlights 2005-2006

New Sexual Harassment Prevention Training Law

Effective January 1, 2006, a new California law (AB1825) requires two hours of mandatory sexual harassment prevention education for all supervisory employees. OEOD coordinated compliance with this new requirement by offering both live and on-line training programs. By the end of the fiscal year, nearly 2000 faculty and staff had met the requirements of the new law, a 92% completion rate.

Diversity Outreach

In addition to the many diversity programs offered by OEOD, promotion and support of diversity programming and planning across the UCI community included:

- Sponsorship of five participants to attend the Human Relations Institute 101, a five-day course that focused on human relations and leadership in a multicultural community, with an emphasis on Orange County and building an inclusive community.
- Partnering with the Disability Services Center for a speaker for Disability Awareness Week 2005: Rachel Simon, author of *Riding the Bus with my Sister*.

Advertising

In order to reach an even wider audience of potential applicants, OEOD posted UCI academic job openings on two online job boards:

- InsideHigherEd.com
- SoCalHERC.org

To assist all departments in increasing visibility and outreach in the recruitment of faculty and staff, OEOD contracted on a pilot basis in 2006 with InsideHigherEd.com, a website developed by former editors of the Chronicle of Higher Education, to allow unlimited job postings on IHE's site. All academic positions that are posted on UCI's Academic Employment web page are automatically posted on InsideHigherEd.com. Staff positions can also be posted on the site by Human Resources or directly by a department. For an account on IHE, contact OEOD.

UCI is a member of the Southern California Higher Education Recruitment Consortium. The focus of the consortium is to provide a centralized resource for those interested in higher education positions in Southern California, particularly career partners of faculty recruited into the area. As a member, UCI can upload any and all faculty and staff job postings on the SoCal HERC site. OEOD uploads all academic recruitment postings to SoCalHERC.org on a weekly basis.

OEOD also continued its employment advertising campaign in diversity-related publications focused on higher education.

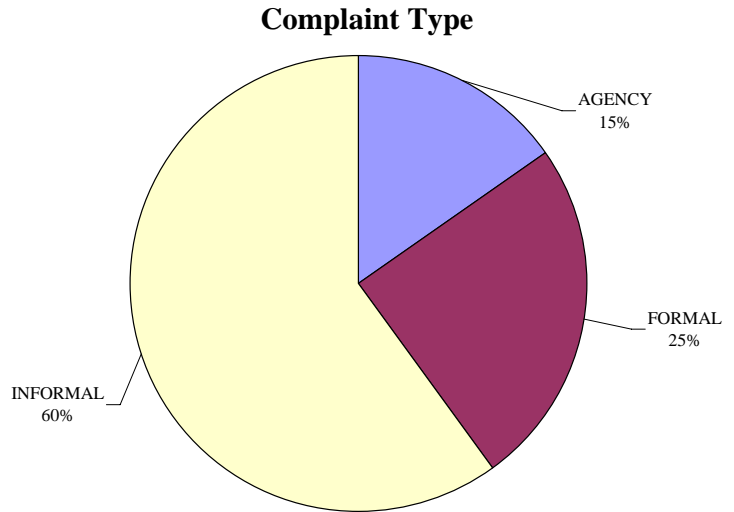
Complaint Resolution

All persons who participate in University of California, Irvine programs and activities have the right to work and learn together in an atmosphere free of discrimination, exploitation or intimidation. To this end, the OEOD receives, investigates and works toward resolution of complaints of discrimination and sexual harassment.

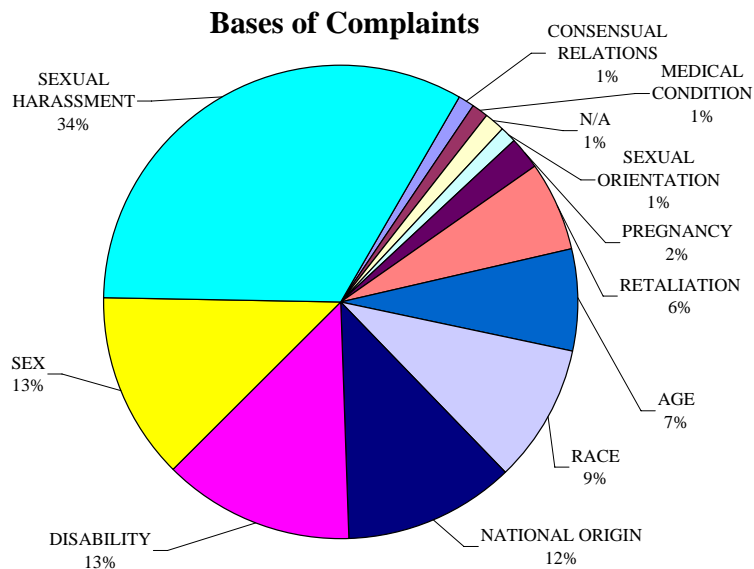
Sexual harassment and discrimination complaints received by the OEOD can be

- **formal** (filed in writing and requiring investigation),
- **informal** (no investigation requested, but involving complaint resolution action),
- **outside agency** (brought by the California Department of Fair Employment and Housing, the U.S. Equal Employment Opportunity Commission, or the U.S. Office of Civil Rights).

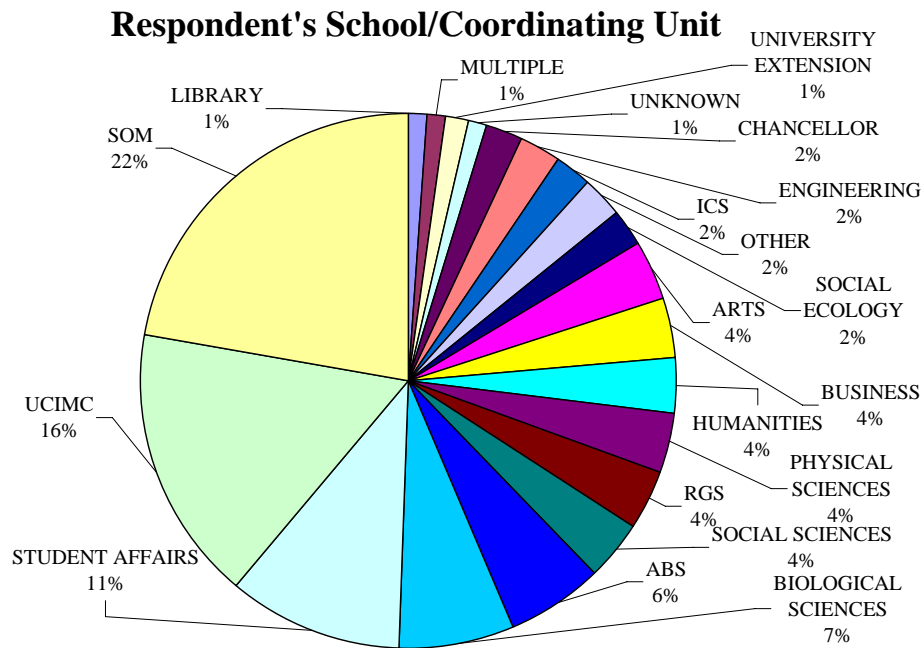
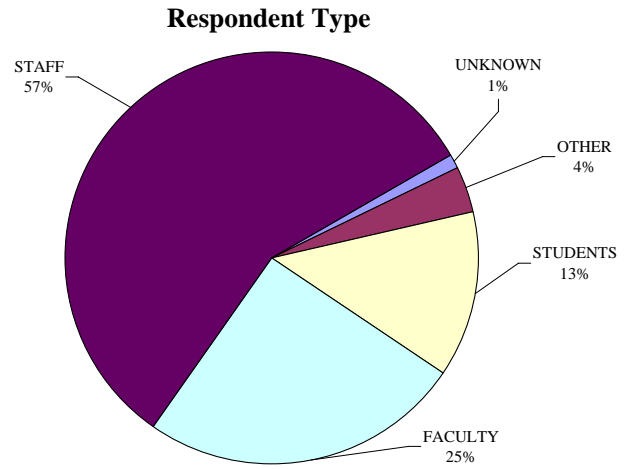
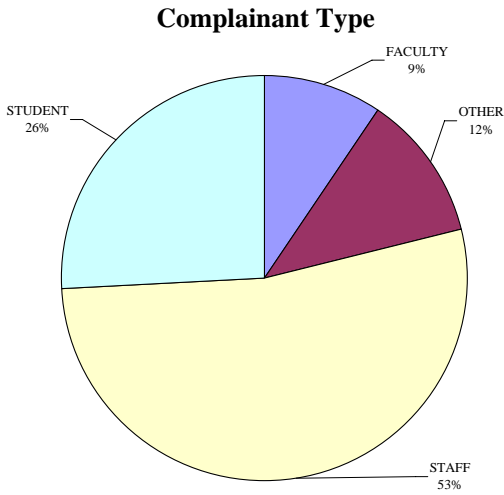
In addition, OEOD receives **inquiries** (requests for information, referrals, or contact that may result in a complaint) and requests for **review**.



The OEOD received **85 complaints** of discrimination or sexual harassment, an increase of 49% over complaints received in 2004-2005. In addition, OEOD received more than **80 inquiries** during 2005-2006.



Complaints brought by staff accounted for more than half (53%) of all cases. Students brought 26%, and faculty brought 9% of the complaints received by OEOD. Those from other sources (applicants, vendors, patients, etc.) totaled 12%. Staff also accounted for more than half (57%) of the respondents, faculty were 25% of the respondents and students were 13%. In some cases, complaints were brought against a department, the university, or an outside source.



Distribution of complaints by school or unit and related statistics are addressed individually to assess progress and pinpoint issues of focus.

See Appendix A for descriptions of complaints.

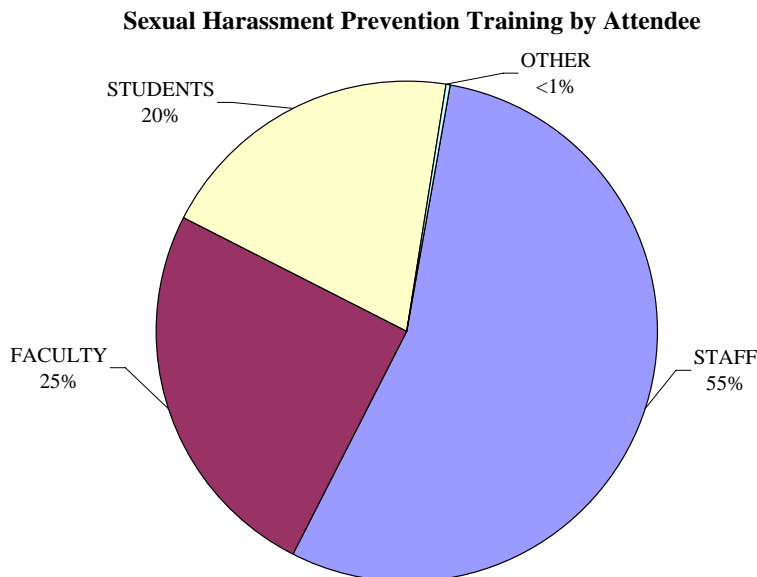
Training and Educational Programs

Training programs are a proactive and preventative instrument used to assist the university's compliance with sexual harassment and discrimination prevention laws and policies. They also serve as a tool in response to discrimination and harassment complaints. OEOD education programs focus on an array of issues affecting the environment of the university, including sexual harassment, diversity, discrimination, cultural awareness and affirmative action.

The 2005-2006 fiscal year was one of transition in regard to Sexual Harassment Prevention Programs. Because AB1825 became effective during that time, the Office of the President contracted with an outside vendor, Workplace Answers, to provide a compliant online module. OEOD developed a new in-person workshop that meets AB1825 requirements. Supervisors had the option of completing the online module or attending the OEOD workshop. In addition to staff supervisors, all academic appointees (excluding post-docs and academic student appointees) were identified as having supervisory authority for the purposes of this law, and as such, are required to receive the training. New supervisory employees must receive the training within six months of their assumption of a supervisory position. The law requires that employers provide two hours of follow up training and education for all supervisory employees every two years for as long as the individual has supervisory authority.

In addition, OEOD continued to use the vendor New Media for non-supervisory employees and students. During the first part of the fiscal year, supervisory staff and faculty used this educational component. When the AB1825 on-line program became available in November, all supervisory components were removed from the New Media training. A total of 272 individuals completed the New Media online training.

OEOD conducted 50 sexual harassment/discrimination prevention programs, reaching an audience of nearly 2000 throughout the campus and the medical center. The chart below shows the percentage of faculty, staff and students who attended in-person sexual harassment prevention programs.

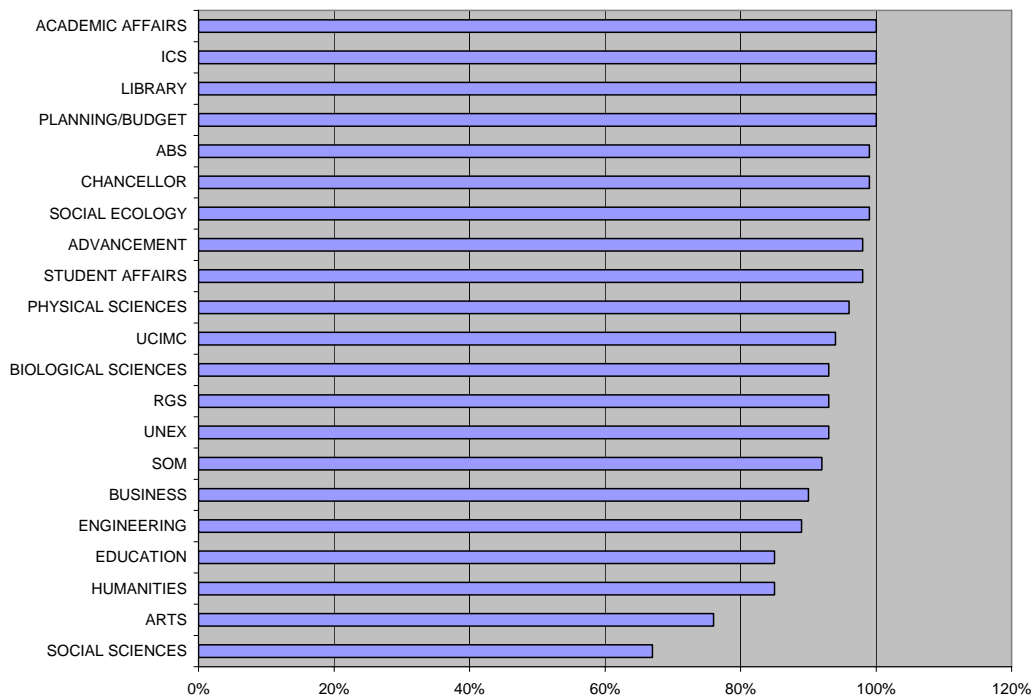


Specific programs are listed in Appendix B.

Departments and units took advantage of the on-line and in-person sessions for Sexual Harassment Prevention for Supervisors. Following is a snapshot of compliance on June 30, 2006.

Sexual Harassment Prevention Compliant to AB1825

Coordinating Point/School	Total # to be Compliant	Compliance Rate
ACADEMIC AFFAIRS	34	100%
ICS	77	100%
LIBRARY	63	100%
PLANNING/BUDGET	15	100%
ABS	232	99%
CHANCELLOR	83	99%
SOCIAL ECOLOGY	119	99%
ADVANCEMENT	63	98%
STUDENT AFFAIRS	179	98%
PHYSICAL SCIENCES	242	96%
UCIMC	384	94%
BIOLOGICAL SCIENCES	188	93%
RGS	90	93%
UNEX	44	93%
SOM	1256	92%
BUSINESS	118	90%
ENGINEERING	190	89%
EDUCATION	73	85%
HUMANITIES	344	85%
ARTS	153	76%
SOCIAL SCIENCES	231	67%

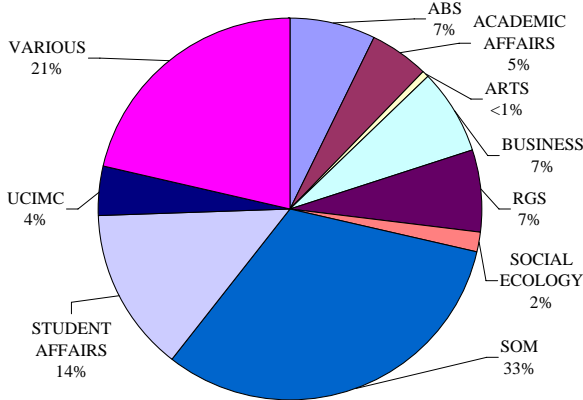


Twenty-seven diversity-related programs were provided to the campus and the medical center in 2005-2006. The OEOD also coordinated several major events and series, including

- the Diversity in Medicine course that provided insight on administering healthcare to culturally diverse patients. Seventy attended this valuable program.
- the Diversity Development Program in which 28 staff and faculty from the campus and medical center were selected to participate in and discuss diversity-related issues with featured speakers.
- the Religious Diversity Forum, sponsored by OEOD, which was held at Chapman College this year because of the Student Center construction occurring on the UCI campus. Approximately 200 were in attendance at this event, with an OEOD staff member acting as a panelist for one session.

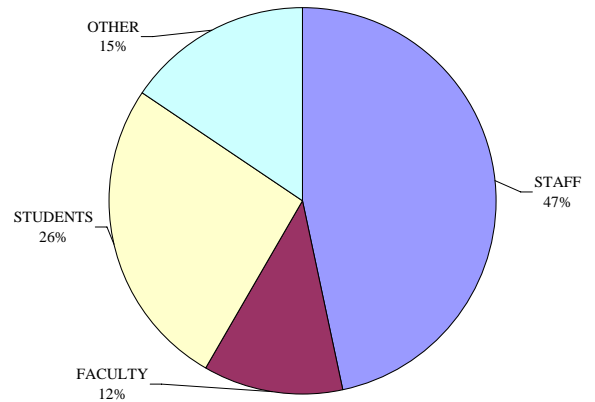
The following two charts indicate the distribution of diversity-related programs by coordinating point and by type of audience.

Diversity Training by School/Coordinating Unit



Various = combination of schools/coordinating units

Diversity Training by Attendee



Other = persons from outside the university, volunteer medical attendees of Grand Rounds

In addition to the above UCI-related diversity trainings, OEOD provided outreach in presentations to groups and organizations in the greater community, such as:

- Los Angeles Unified School District
- Court Appointed Special Advocates (CASA)
- Northrup Aerospace Company
- State Department of Disability Services

Specific programs are listed in Appendix C.

Affirmative Action Goals

As a federal contractor, UCI must take affirmative action to promote the full realization of equal opportunity for women and minorities, and to have a written affirmative action plan.

Underutilization statistics are included in the annual *Affirmative Action Plan*. Underutilization is defined as having fewer minorities or women in a particular job group than would reasonably be expected by their availability. This analysis is conducted for active career staff and academic staff excluding student titles, temporary lecturers, and postgraduate researchers.

In 2005-06, women were identified as underutilized in 11 of the 27 career staff job groups and nine of the 11 academic divisions, and one campuswide academic job group. Minorities as a whole were underrepresented in 11 career staff job groups and one of the academic divisions. A more detailed analysis by ethnicity shows the following:

- African Americans were underutilized in 14 career staff job groups, five of the academic divisions, and two campuswide academic job groups.
- Hispanics were underutilized in 16 career staff job groups, three of the academic divisions, and one campuswide academic job group.
- Asians/Pacific Islanders were underutilized in two career staff job groups and two of the academic divisions.
- American Indians/Alaskan Natives were underutilized in four career staff job groups.

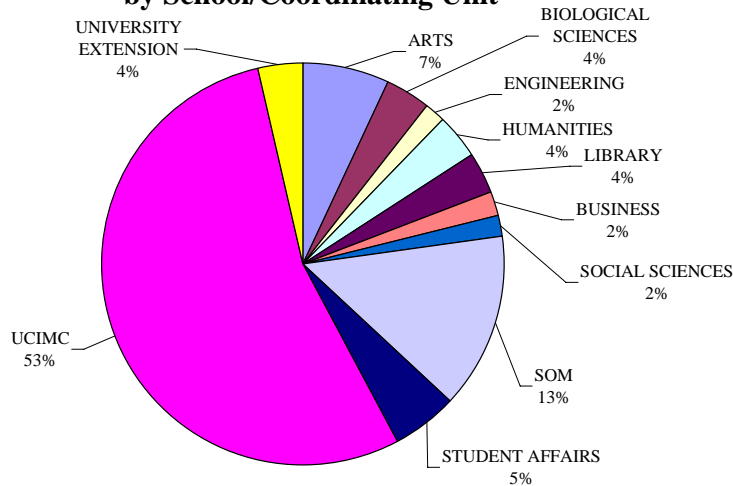
For any area where underutilization has been identified, a minimum required placement goal is set equal to the expected availability percentage. Availability is calculated based on the job areas represented at UCI in the reasonable recruitment area. The reasonable recruitment area differs based on career staff job groups from the local county to the national level. Availability for all academic positions is based on national statistics.

Employee Development Block Grant

Since 1978, the UC Office of the President has provided an Employee Development Block Grant to each campus to promote the dual objectives of employee development and affirmative action. The OEOD manages the grant at UCI, dividing the funds between the Staff Development Scholarship administered by OEOD and the Faculty Career Development Awards administered by Academic Affairs.

A total of 76 Staff Development Scholarships were awarded. Staff Development Scholarships are awarded on a first-come, first-serve basis.

**Staff Development Scholarship Awards
by School/Coordinating Unit**



Nine Faculty Career Development Awards were granted from the Employee Development Block Grant.

Four awards were provided for research support to academic appointees in the School of Humanities, the School of Medicine, the Department of Education and the School of Social Sciences.

Five awards were provided for course release for tenure-track faculty: three in the School of Humanities, and one each in the Claire Trevor School of the Arts and the Donald Bren School of Information and Computer Sciences.

Appendix A

Sexual Harassment/Discrimination Cases
2005-2006

Sexual Harassment/Discrimination Cases

COMPLAINANT	RESPONDENT	TYPE	BASIS	ALLEGATIONS	STATUS
Student	Staff	Informal	Sexual harassment	Inappropriate gestures and facial expressions.	Provided sexual harassment prevention information and education to respondent.
Student	Student	Informal	Consensual relations	Third party consensual relations concern.	Worked w/Associate Dean to disseminate information about consensual relations to all grad students.
Students	Student	Informal	Sexual Harassment	Quid pro quo sexual harassment.	Provided sexual harassment prevention information and education to respondent.
Staff	Other	Informal	Race, sex	Racist and sexist joking in workplace.	Vendor to remind staff about appropriate workplace conduct.
Staff	Staff	Informal	Sex, national origin	Wage discrepancy concern.	Informal review -- no discrimination found.
Student	Staff	Informal	N/A	Inappropriate behavior and speech.	Allegation not related to discrimination/sexual harassment.
Staff	Staff	Informal	Sex	Preferential treatment.	Insufficient information -- no follow up response from complainant.
Anonymous	Faculty	Informal	Sexual harassment	Inappropriate email.	Provided sexual harassment prevention information and education to respondent.
Students	Student	Informal	Sexual harassment	Inappropriate gestures and behavior.	Provided sexual harassment prevention information and education to respondent.
Student	Faculty	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	DFEH	National origin	Unfair treatment.	Closed by DFEH.
Other	Staff	Informal	Disability	Denied appropriate bathroom accommodation.	No discrimination found.
Student	Staff	Informal	National origin, race	Insensitive comments.	Provided sexual harassment prevention information and education to respondent.
Other	Student	Informal	Sexual harassment	Inappropriate email.	Chair provided information and education to respondent.
Staff	Staff	Informal	Sexual orientation	Inappropriate behavior.	Insufficient information -- no follow up response from complainant.
Other	Staff	Formal	Race	Denied selection for interview.	No discrimination found. Insufficient additional evidence to reopen.
Faculty	Faculty	Informal	Sex	Unfair treatment related to promotion.	Assisted complainant in bringing issue to dean's attention.
Staff	Staff	EEOC	Race, age	Differential treatment.	EEOC closed.
Staff	Staff	Formal	Age, gender	Discriminatory employment actions.	No discrimination found.
Staff	Staff	Informal	Race	Inappropriate remarks.	Provided discrimination prevention information and education to respondent.
Staff	Staff	Informal	Sexual harassment	Email harassment.	In process.
Student	Staff	Informal	Disability	Non-accommodation regarding parking.	Determination that parking was ADA compliant.
Other	Staff	Formal	Retaliation	Retaliation based on FMLA.	Inappropriate hiring process; case settled.
Other	Staff	DFEH	Sexual orientation	Denied hire.	Awaiting DFEH response.
Student	Faculty	Informal	Sexual harassment	Inappropriate behavior.	Provided sexual harassment prevention information and education to respondent.
Other	Staff	Informal	National origin, religion, sexual orientation	Unfair treatment, inappropriate comments.	No discrimination found.
Other	Staff	Informal	Pregnancy	Inappropriate comments.	Insufficient information -- no follow up response from complainant.

Sexual Harassment/Discrimination Cases

COMPLAINANT	RESPONDENT	TYPE	BASIS	ALLEGATIONS	STATUS
Other	Staff	DFEH	Age	Denied hire.	Closed by DFEH.
Staff	Staff	Informal	Disability	Inappropriate comments; unfair treatment in hiring process.	Assisted complainant in discussion with respondent. Provided discrimination prevention information and education to respondent.
Faculty	Staff	Formal	National origin	Policies not enforced, creating hostile environment.	No discrimination found.
Staff	Staff	Formal	Sexual harassment	Inappropriate comments and behavior.	No sexual harassment found.
Staff	Staff	DFEH	Disability	Denied leave and schedule accommodations.	Waiting for DFEH response.
Staff	Faculty	DFEH	Sex, age, physical disability	Denied accommodation.	OEOD review determined no violation of ADA found.
Student	Student	Informal	Sex, race	Inappropriate comments and behavior.	Provided discrimination prevention information and education to respondent.
Staff	Faculty	Informal	Sexual harassment	Inappropriate behavior.	Assisted complainant in discussion with respondent.
Student	Faculty	Formal	Race, color, national origin, retaliation, medical condition	Inappropriate and unfair treatment.	No discrimination found.
Staff	Staff	Formal	Disability, sexual orientation	Inappropriate comments.	No discrimination or retaliation found.
Student	Student	DFEH	Age, race, citizenship, marital status	Deprived of due process.	Respondent requested immediate right-to-sue.
Student	Unknown	Informal	Sexual harassment	Sexually charged environment.	Insufficient information -- no follow up response from complainant.
Staff	Staff	Formal	Disability	Separation due to disability.	No discrimination found.
Student	Faculty	Informal	Sex	Preferential treatment.	Provided discrimination prevention information and education to respondent.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Formal	Retaliation	Retaliation for participation in discrimination investigation.	No retaliation found.
Other	Staff	EEOC	Age, national origin	Discriminated against in job selection.	EEOC closed.
Staff	Staff	DFEH	National origin, ancestry	Differential treatment; unresponsive management.	Awaiting DFEH response.
Staff	Staff	Formal	Sexual harassment, gender identity, sexual orientation	Inappropriate comments; fear of physical and/or bodily harm.	Discrimination found. Respondents suspended without pay.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	DFEH	Race	Termination.	DFEH closed.
Student	Staff	DFEH	Disability	Lack of accommodation.	Awaiting DFEH response.
Staff	Staff	Informal	Sexual harassment	Inappropriate remarks.	Provided recommendations to supervisor to address the issue with the respondent. Handled in department.
Staff	Staff	Formal	Sexual harassment	Inappropriate behavior.	No discrimination found. Recommended action for other inappropriate behavior.
Staff	Staff	EEOC	Age	Differential treatment.	EEOC closed.
Faculty	Other	Informal	Disability	No leave accommodation.	Worked with Disability Services Center to provide accommodations.

Sexual Harassment/Discrimination Cases

COMPLAINANT	RESPONDENT	TYPE	BASIS	ALLEGATIONS	STATUS
Staff	Staff	Informal	Sexual harassment	Inappropriate comments; excessive bickering.	Resolved through mediation.
Faculty	Faculty	Formal	National origin, race	Discriminatory work assignments and hiring practices.	No discrimination found.
Staff	Staff	Informal	Disability	No parking accommodation.	Worked with Disability Services Center and Parking to provide accommodations.
Staff	Faculty	Informal	Sex	No breast-feeding accommodation.	Resolved in department.
Student	Faculty	Informal	National origin	Unfair treatment.	Complainant withdrew complaint.
Faculty	Faculty	Informal	Medical condition	Denied accommodation.	Provided sexual harassment prevention information and education to respondent.
Staff	Faculty	Informal	Retaliation	Retaliation based on filing discrimination complaint.	Complainant withdrew complaint.
Staff	Other	Formal	National origin, ancestry, age, race	Harassment; preferential hiring.	No discrimination found.
Staff	Faculty	Formal	Sexual harassment	Inappropriate emails.	No sexual harassment found.
Staff	Faculty	Informal	Sexual harassment	Inappropriate comments and touching.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff/ Faculty	Informal	Disability	Failure to accommodate.	Complainant worked with disability resource coordinator on reasonable accommodation.
Staff	Staff	Informal	Retaliation	Retaliatory actions after discussing possible inappropriate behavior with another manager.	Referred to Human Resources.
Faculty	Staff	Informal	Sex	Inappropriate email.	Provided sexual harassment prevention information and education to respondent.
Staff	Faculty	DFEH	Sex, age, physical/ mental disability, retaliation	Retaliated against based on physical and mental disability, work injury, sex, age, and whistleblower.	In litigation.
Student	Faculty	Informal	Sexual harassment	Inappropriate behavior.	No unwelcome behavior. Allegations insufficient and beyond statute of limitations.
Faculty	Faculty	Formal	Retaliation	Differential treatment.	Resolved between parties.
Staff	Staff	Formal	Pregnancy, veteran status	Refused promotion.	Discrimination found. Case settled.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments and behavior.	Provided sexual harassment prevention information and education to respondent.
Staff	Faculty	Formal	Sex	Inappropriate workplace conduct; hostile environment.	No discrimination found.
Faculty	Student	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Formal	National origin, religion	Discrimination.	Insufficient information -- no follow up response from complainant.
Student	Faculty	Formal	Disability, retaliation	Lack of testing accommodation.	No discrimination found.
Staff	Staff	Informal	National origin, sex	Reclassification withdrawn; unfounded administrative review.	Insufficient information -- no follow up response from complainant.
Staff	Staff	Informal	Sex	Differential treatment.	Resolved in department.
Student	Staff	Informal	Sexual harassment	Inappropriate comments.	Resolved in department.
Student	Student	Informal	Race	Inappropriate comments.	Resolved by complainant after discussion with complainant's supervisor.

Sexual Harassment/Discrimination Cases

COMPLAINANT	RESPONDENT	TYPE	BASIS	ALLEGATIONS	STATUS
Staff	Student	Informal	Sexual harassment	Inappropriate comments.	Resolved in department.
Staff	Staff	Formal	Race, national origin, color, age, retaliation	Inappropriate behavior.	No discrimination found.
Staff	Staff	Formal	Sexual harassment	Inappropriate touching.	Sexual harassment found. Respondent terminated.
Student	Student	Formal	Sexual harassment, religion, national origin	Inappropriate, threatening email messages; stalking.	Sexual harassment found. Respondent put on probation. No contact w/complainant. Sexual Harassment Prevention education required.
Staff	Student	Informal	Sexual harassment	Inappropriate language and behavior.	Referred to Judicial Affairs.
Student	Faculty	Informal	Age	Inappropriate comments.	Complainant withdrew complaint.

Appendix B

Sexual Harassment/Discrimination
Prevention Training
2005-2006

Sexual Harassment/Discrimination Prevention Training*

DATE	CAMP US	SOM	UCIMC	PROGRAM TITLE	SCHOOL/UNIT	TOTAL	STAFF	FACU LTY	STUDE NTS	OTHER
07/05/05	50			Sexual Harassment Prevention	Student Affairs	50			50	
07/05/05	23			SH - Where to go What to know	Student Affairs	23			23	
08/22/05	10			SH - What to Know Where to Go	Student Affairs	10	10			
08/25/05	17			SH - What to Know Where to Go	Student Affairs	17	17			
08/30/05	22			Sexual Harassment Prevention	Student Affairs	22	22			
08/30/05	7			SHP for Supervisors	Student Affairs	7	7			
09/07/05	14			Sexual Harassment Prevention	Student Affairs	14	14			
09/09/05	16			SH What to Know Where to Go	Student Affairs	16	16			
09/14/05	59			Sexual Harassment Prevention	Physical Sciences	59			59	
09/20/05	32			Sexual Harassment Prev/Orientation	ICS	32			32	
09/20/05	39			SH & Discrimination Prevention	ICS	39	1	38		
09/21/05	20			Sexual Harassment Prev/Orientation	Physical Sciences	20			20	
09/23/05	23			Sexual Harassment Prevention	ABS	23	23			
10/19/05	32			SHP for Supervisors AB1825	UCI - AB1825	32	27	5		
10/20/05	34			SHP for Supervisors AB1825	UCI Supervisors	34	29	5		
10/25/05	33			Sexual Harassment Prevention	Student Affairs	33	4		29	
10/25/05	51			SHP for Supervisors AB1825	Business	51	32	19		
10/25/05	40			SHP for Supervisors AB1825	UCI - AB1825	40	2	38		
10/26/05	49			SHP for Supervisors AB1825	Social Ecology	49	19	30		
10/27/05		17		SHP for Supervisors AB1825	SOM	17	17			
11/01/05	11			Sexual Harassment Prevention	Humanities	11	1		10	
11/01/05	8			SHP for Supervisors AB1825	Chancellor's Cabinet	8	8			
11/02/05	66			SHP for Supervisors AB1825	Engineering	66	40	26		
11/09/05	88			SHP for Supervisors AB1825	UCI - AB1825	88	64	24		
11/10/05		57		SHP for Supervisors AB1825	SOM	57	51	6		
11/16/05		30		SHP for Supervisors AB1825	SOM	30	21	9		
11/16/05	25			SHP for Supervisors AB1825	UCI - AB1825	25	25			
11/17/05	51			SHP for Supervisors AB1825	UCI - AB1825	51	40	11		
11/18/05	113			SHP for Supervisors AB1825	SOM	113	36	70	3	4
11/22/05		8		SHP for Supervisors AB1825	SOM	8	8			
11/30/05		20		SHP for Supervisors AB1825	SOM	20	13	7		
11/30/05	39			SHP for Supervisors AB1825	Humanities	39		39		
12/01/05	78			SHP for Supervisors AB1825	Physical Sciences	78	48	30		
12/01/05	83			SHP for Supervisors AB1825	UCI - AB1825	83	60	23		
12/01/05	17		4	SHA Update	Various	21	21			
12/06/05	37			SHP for Supervisors AB1825	Athletics	37	37			
12/07/05	23			Equal Opportunity Work Environment for Supervisors	Various	23	23			
12/08/05	84			SHP for Supervisors AB1825	UCI - AB1825	84	53	31		
12/13/05	24			SHP for Supervisors AB1825	SOM	24	15	9		
12/20/05		93		SHP for Supervisors AB1825	SOM	93	46	47		
01/08/06	90			Sexual Harassment Prevention	Athletics	90			90	
01/18/06	14			SHP What to Know Where to Go	Biological Sciences	14			14	
02/06/06	28			SH & Nondiscrimination	Business	28		1	27	
02/08/06	26			SHP for Supervisors AB1825	UCI - AB1825	26	22	4		
02/23/06	96			SHP - What to Know Where to Go	Student Affairs	96	96			
02/23/06	29			SHP for Supervisors AB1825	UCI - AB1825	29	22	7		
04/19/06	22		7	Equal Opportunity Work Environment for Supervisors	Various	29	29			
04/26/06	36			SH and Discrimination Prevention	ABS	36	36			
05/10/06	15			SHP for Supervisors AB1825	Various	15	9	6		
06/21/06	28			SH: Where to Go What to Know	Student Affairs	28	6		22	

* excludes online training.

Sexual Harassment/Discrimination Prevention Training*

DATE	CAMP US	SOM	UCIMC	PROGRAM TITLE	SCHOOL/UNIT	TOTAL	STAFF	FACULTY	STUDENTS	OTHER
06/22/06	10			Sexual Harassment Prevention	Student Affairs	10			10	
06/28/06	7			TEACH Training	Student Affairs	7	2		5	

* excludes online training.

Appendix C

Diversity Training
2005-2006

Diversity Training

DATE	CAMPUS	SOM	UCIMC	PROGRAM TITLE	SCHOOL/UNIT	TOTAL	STAFF	FACULTY	STUDENTS	OTHER
07/06/05	30			Campus Diversity	RGS	30			30	
07/12/05	20			Campus Diversity	RGS	20	2		18	
09/01/05	5			Campus Diversity	ABS	5	5			
10/14/05	12			Workplace Diversity	SOM	12	12			
11/17/05	12			Campus Diversity	Academic Affairs	12	1	10		1
12/07/05	23			Equal Opportunity Work Environment for Supervisors	Various	23	23			
12/13/05	35			Campus Diversity	Student Affairs	35	35			
1/11/2006 - 05/17/2006	28			Diversity Development Program (DDP) 10 Sessions	Various	28	26	2		
1/11/2006 - 03/15/2006		70		Diversity in Medicine (10 Sessions)	SOM	70	6	4	60	
01/24/06	3			Workplace Diversity	Arts	3	3			
02/01/06	23			Gender in the Workplace	Student Affairs	23	1		22	
02/19/06	12			Campus Diversity	Academic Affairs	12	1	10		1
03/03/06	25			Listening Across Cultures	Various	25	25			
03/09/06	25			Campus Diversity - Staff Assembly Noontime Series	Various	25	25			
03/15/06			14	Cross-Cultural Communication	UCIMC	14	14			
03/15/06			14	Workplace Diversity	UCIMC	14	14			
04/18/06	20			Disability Roadshow	Various	20	20			
04/19/06	22		7	Equal Opportunity Work Environment for Supervisors	Various	29	29			
04/25/06		30	35	Workplace Diversity	SOM	65		30		35
05/03/06	50			Campus Diversity	Business	50	2		48	
05/04/06	12			Workplace Diversity	Academic Affairs	12	1	10		1
05/16/06	25			Workplace Diversity	Student Affairs	25	25			
05/23/06	45			Workplace Diversity Training: Developing Common Ground	ABS	45	45			
06/05/06	11			Managing Disabilities in Academic Environment	Social Ecology	11	2	9		
06/06/06	8			Campus Diversity	Student Affairs	8	7	1		
06/08/06		75		Workplace Diversity	SOM	75		5		70
06/28/06	7			TEACH Training	Student Affairs	7	2		5	