

UCIRVINE

Office of Equal Opportunity and Diversity

COMMITTED TO EXCELLENCE
THROUGH DIVERSITY

Annual Report

2007-2008

The logo consists of the letters 'OFOD' in a bold, sans-serif font, with the 'O's being significantly larger than the 'F' and 'D'. The logo is positioned above a solid blue horizontal bar.

OFOD

Office Of Equal
Opportunity and Diversity

The Office of Equal Opportunity and Diversity (OEOD) works to coordinate the University's compliance with federal and state laws and university policies and procedures regarding discrimination, retaliation and sexual harassment; and to promote and integrate the principles of equal opportunity, affirmative action, nondiscrimination, and excellence through diversity.

OEOD provides a neutral avenue for students, faculty, staff, and those individuals conducting business with the university to explore diversity-related topics and address matters related to equal opportunity, sexual harassment and discrimination.

OEOD Services

- Address complaints of discrimination and sexual harassment through informal resolution or formal investigation. Respond to complaints filed with outside agencies including the Department of Fair Employment and Housing (DFEH), the Equal Employment Opportunity Commission (EEOC) and the Office of Civil Rights (OCR).
- Offer a variety of training programs and workshops on sexual harassment prevention, nondiscrimination, diversity, cultural awareness, and cross-cultural communication for students, faculty and staff.
- Assist departments in adhering to diversity, nondiscrimination, and affirmative action guidelines during faculty and staff recruitment processes. Compile data for the annual affirmative action plan and other organizational analyses.
- Provide support for faculty and staff career development and UCI diversity initiatives.

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To obtain additional copies of the report, go to www.eod.uci.edu/report.

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**Available for review in the Office of Equal Opportunity and Diversity during regular business hours*

OEOD 2007-2008 Highlights

The Office of Equal Opportunity and Diversity had a productive year, including the following highlights:

AB 1825 Compliance

Throughout the 2007-2008 academic year, OEOD conducted more than thirty instructor-led AB1825-compliant sexual harassment prevention workshops for supervisors. AB1825 is a California law that requires that all supervisors have two hours of sexual harassment prevention training every two years. All staff supervisors and all academic appointees (excluding postdoctoral scholars and student academic appointees) must comply with this requirement. More than 3300 supervisors and faculty members attended OEOD's workshops or completed the UC system on-line training during this academic year. This 95% completion rate is among the highest in the UC system.



California
AB 1825
Compliance



Life Theatre Training

Life Theatre Services brought AB1825-compliant sexual harassment prevention alive and on stage with three performances at UCI. More than 250 UCI faculty and staff attended the interactive performances in October and December 2007. The performance involved four actors who explained UC sexual harassment policies and dramatized the workplace interactions of three professors. As the scene played out, the actors revealed the multilayered issues that can arise from sexual harassment and how those dynamics affect the work environment. The interactive performances allowed the audience to participate and voice their opinions about the scenarios and how sexual harassment can be prevented.

10th Annual Diversity Development Program Graduation

On May 28, OEOD held its 10th annual Diversity Development Program graduation ceremony for the class of 2008 at the Palo Verde Clubhouse. The theme of this year's graduation was *Diversity Rocks*, and participants included a cross-section of UCI staff, supervisors and faculty. Chancellor Michael V. Drake recognized the 34 program participants and presented them with graduation certificates. Since its start in 1999, more than 300 participants have completed the five-month program, exploring topics such as race, gender, religion, sexual orientation, ethnicity and disability.



Awareness Arrives on Tabletops

OEOD designed colorful tabletop information cards to raise awareness about sexual harassment in November 2007. Several hundred were distributed throughout campus dining halls as a reminder that OEOD staff are available to offer assistance regarding discrimination, sexual harassment and conflicts of interest from consensual relations. The table tents encouraged students, staff and faculty to contact OEOD with questions or concerns. OEOD appreciates the assistance and collaboration provided by UCI's Hospitality and Dining Services in distributing the table tents on campus.



Radio Interview



In January 2008, Kirsten Quanbeck, Assistant Executive Vice Chancellor and the OEOD Director, was invited to speak on the KUCI radio show, *Justice or Just Us?* Some of the questions that were answered during the interview include: How does sexual harassment manifest in an educational setting? Between which parties? How does one *teach* sexual harassment awareness? Many professionals meet their spouses in the workplace, but aren't workplace romances off-limits? To hear the entire interview, go to: www.eod.uci.edu/news/.

UCI Police Department Receives Racial Profiling Training

In December 2007, OEOD partnered with the UCI Police Department to provide its officers a racial profiling workshop. The class provided an opportunity for the Department's officers to enhance their knowledge about this subject and stay current with the Peace Officer Standard and Training (POST) requirements. Additionally, the session increased awareness regarding various ethnic, cultural and religious groups that encompass UCI's campus community. Training segments included the definition of racial profiling, legal considerations, a history of civil rights, the impact of racial profiling, the difference between criminal and racial profiling, and what law enforcement needs to know about issues related to Islam and Muslims.



Employee Development Grant

OEOD administers an employee development grant. In 2007-2008 a portion of the grant funding was used for Staff Development Scholarships; another portion was utilized for Faculty Development Awards. During the 2007-2008 academic year, a total of **74** Staff Development Scholarships of up to \$500 each were awarded. Offered on a first-come, first-serve basis, the scholarships assist career staff in developing knowledge and skills to enhance their current positions and potential for career advancement.

Introduction

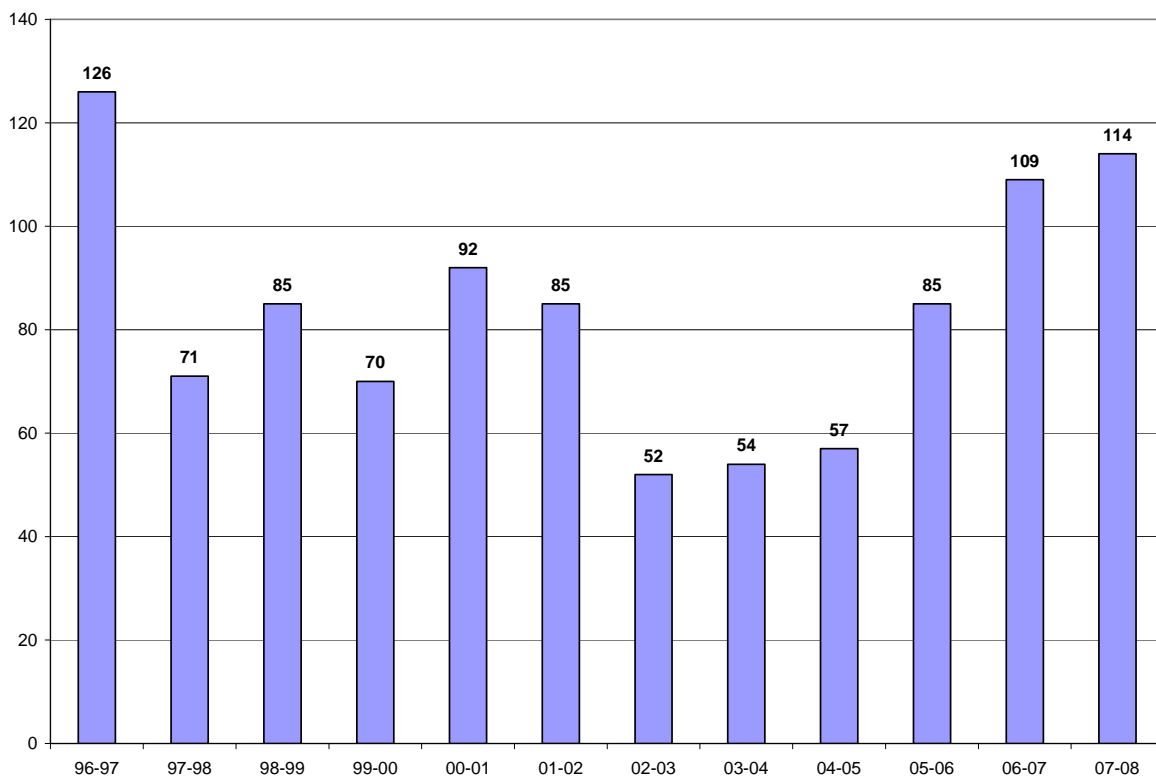
For the past twelve years, the Office of Equal Opportunity and Diversity has provided an accounting of programs, cases, affirmative action statistics, and compliance in the UCI community in the form of an annual report. The report is disseminated to deans, directors, and administrators throughout the campus. The information presented in the annual report provides a benchmark for OEOD as well as for departments and units to measure annual progress and plan for the year ahead.

Complaint Resolution

This section of the report provides a statistical synopsis of available information on complaints of discrimination and sexual harassment received by OEOD. It includes complaints from throughout the campus and medical center in the following categories:

- **Formal:** complaints filed in writing and requiring an investigation.
- **Informal:** no investigation, but involves complaint resolution action.
- **Outside Agency:** complaints filed with the California Department of Fair Employment and Housing (DFEH), the U.S. Equal Employment Opportunity Commission (EEOC), or the U.S. Office of Civil Rights (OCR).

Graph 1. Total Number of Complaints by Year 1996-2008



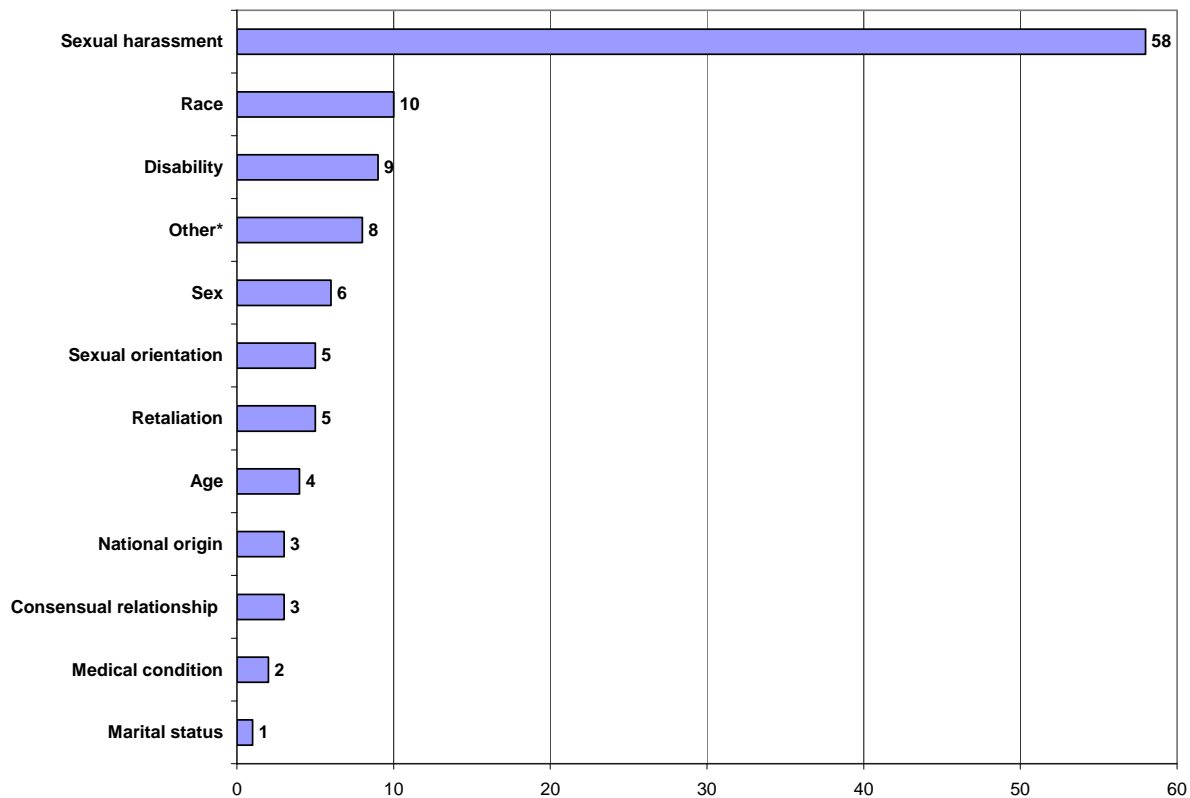
In addition, OEOD received many inquiries. Inquiries are requests for information, referrals, or contacts that may later result in a complaint or request for review.

Summary of 2007-2008 Complaints

- Complaints overall increased **4.6%** from **109** in 2006-2007 to **114** in 2007-2008.
- **Formal complaints** increased from **18** in 2006-2007 to **21** in 2007-2008.
- **Sexual harassment** complaints increased from **47** in 2006-2007 to **58** in 2007-2008.
- Discrimination complaints based on **race** decreased from **17** in 2006-2007 to **10** in 2007-2008.
- Discrimination complaints based on **disability** increased from **6** in 2006-2007 to **9** in 2007-2008.
- Discrimination complaints based on **national origin** declined from **7** in 2006-2007 to **3** in 2007-2008.
- No discrimination complaints based on **religion** were filed in 2007-2008.

In addition to the 114 complaints, OEOD processed 113 inquiries. OEOD attributes this rise in reported cases and inquiries to the increased training and educational programs, particularly the AB1825-compliant Sexual Harassment Prevention Training.

Graph 2. Basis of Complaints (2007-2008)

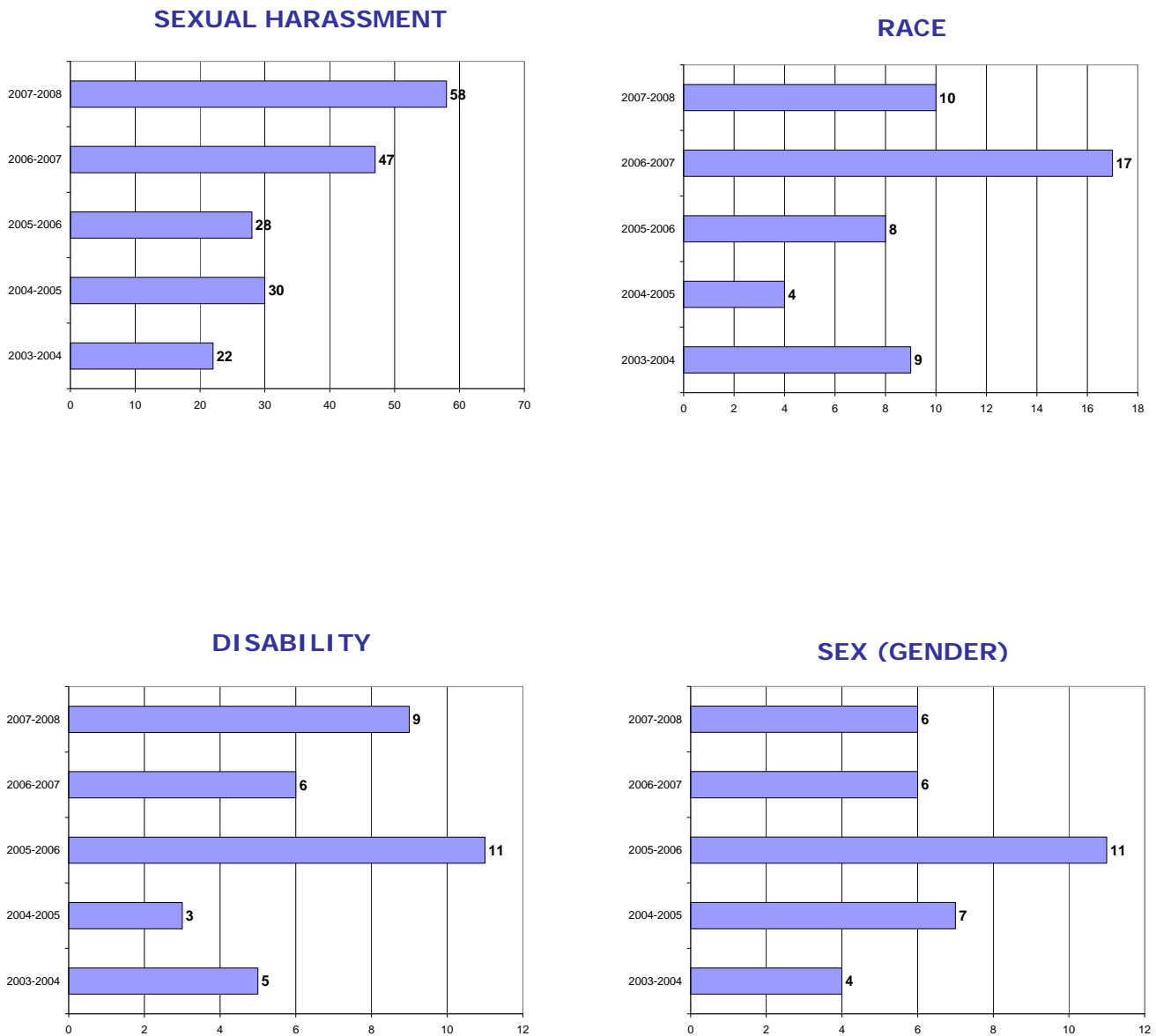


***Other** includes complaints of lack of equal opportunity in employment or allegations not covered by UCI's nondiscrimination and sexual harassment policies.

Sexual harassment continues to be the most reported category followed by race and disability.

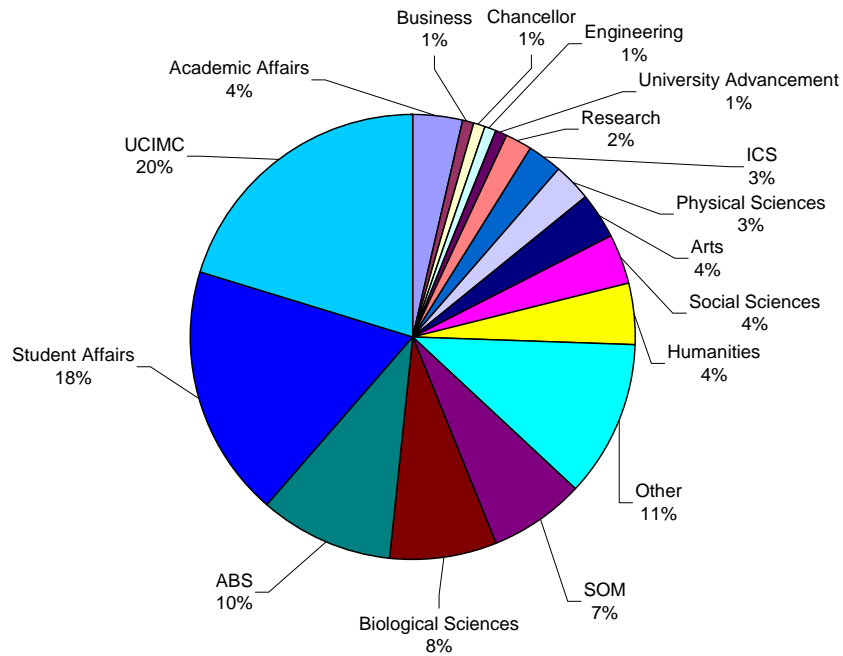
While sexual harassment dominates the reported cases for the past five years, three other categories are notable each year: race, disability and sex. OEOD continues to work to provide education and resolution on these issues.

Graph 3. Basis of Complaints – 5 Year Comparison



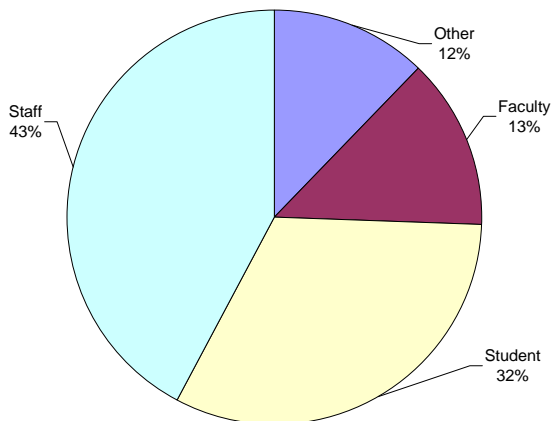
During 2007-2008, **114** complaints were brought against respondents in 23 schools and coordinating units from throughout the UCI campus and the medical center.

Graph 4. Respondent Schools/Coordinating Units Complaints

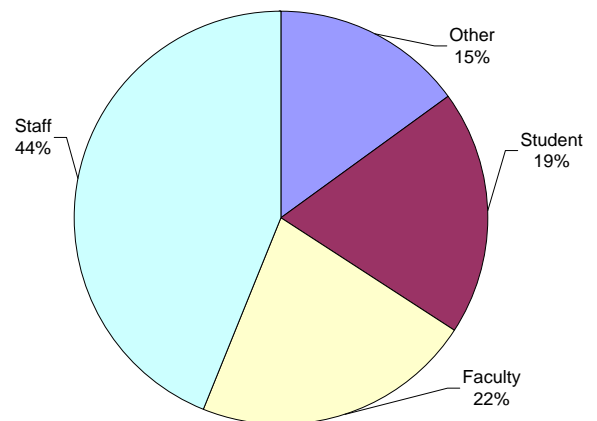


Staff reported the most complaints, followed by students and faculty. Staff were identified as the respondent in the most complaints, followed by faculty and students. In some cases, complaints were brought against a department, the university, or an outside entity (alumni, vendor, volunteer, etc.).

Graph. 5 Complainant Type

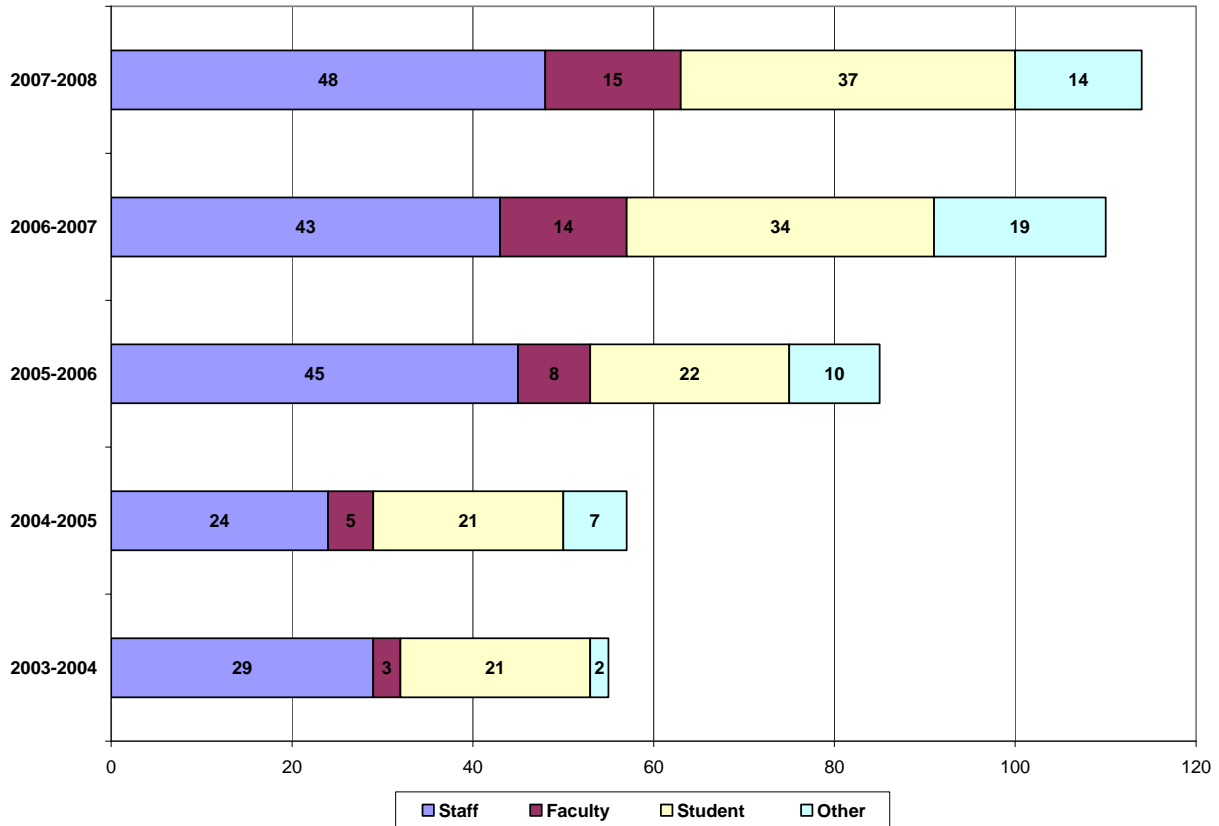


Graph. 6 Respondent Type



The increase in complaints over the last five years has generally been consistent among faculty, staff and students. In each of the past five years, staff members have constituted the largest category of complainants, followed by students and then faculty. OEOD has noted the small number of students who actually report claims of discrimination and harassment, especially since the student population far exceeds the population of staff and faculty combined.

Graph 7. Complainant Type – Five Year Comparison



Note: Total number of complainants may exceed the total number of cases due to multiple complainants in some cases.

Sample Cases From 2007-2008 Academic Year

The following is a sample of issues brought to OEOD during the 2007-2008 academic year. To view all complaints and their outcomes, please see Appendix A.

- A student with a disability alleged that his faculty advisor imposed unfair conditions that were greater than those required of other students.
- A graduate student alleged that she was uncomfortable with and confused about the professional/personal relationship with her faculty advisor.
- A staff employee alleged that a supervisor showed preference in hiring and promoting based on sex and race.
- A faculty member alleged that a faculty colleague repeatedly requested dates and initiated unwelcome contact.
- A supervisor alleged that a consensual relationship between a supervisor and a staff member created a conflict of interest.

Training and Educational Programs

During the 2007-2008 academic year, OEOD conducted **116** training programs/workshops, reaching a diverse body of students, staff, faculty and community members that exceeded **3900** participants. The programs focused on a variety of topics and issues including sexual harassment prevention, discrimination, affirmative action, equal opportunity, cultural awareness and diversity. OEOD also coordinated several other events, including the Diversity in Medicine course and the Religious Diversity Forum. To view a summary of all training and educational programs, please see Appendix B. The following is a synopsis of OEOD's trainings:

- *9 affirmative action/nondiscrimination presentations to 141 individuals.*
- *33 diversity presentations to more than 1100 individuals.*
- *75 sexual harassment prevention presentations to 2694 individuals.*
- *421 individuals took non-supervisory online sexual harassment prevention training.*

AB 1825 Compliance

The table below shows UCI's compliance with AB1825, the law requiring that UCI provide sexual harassment prevention education to all supervisory employees every two years. As of June 30, 2008, **95%** of the individuals identified as required to do this training have done so. This completion rate is among the highest in the UC system.

Graph 8. AB1825-Compliant Sexual Harassment Prevention

School/Unit	Total	Completed	Overdue	Percentage Completed
Chancellor*	77	77	0	100%
Graduate Division	10	10	0	100%
Law	2	2	0	100%
Library	85	85	0	100%
Student Affairs	194	194	0	100%
University Advancement	87	87	0	100%
Administrative and Business Services	231	228	3	99%
Research	74	73	1	99%
Social Ecology	87	86	1	99%
UCI Medical Center	369	364	5	99%
Arts	105	101	4	96%
Biological Sciences	153	147	6	96%
College of Health Sciences	25	24	1	96%
Physical Sciences	210	201	9	96%
Division of Undergraduate Education	22	21	1	95%
School of Medicine	933	886	47	95%
Engineering	137	129	8	94%
Education	56	52	4	93%
Social Sciences	180	168	12	93%
Business	93	85	8	91%
University Extension	33	30	3	91%
Humanities	242	218	24	90%
Information and Computer Science	94	72	22	77%
Athletics	23	16	7	70%
TOTAL	3522	3356	166	95%

* Includes EVC/P, Academic Affairs, Planning and Budget and University Communications

Affirmative Action Goals

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

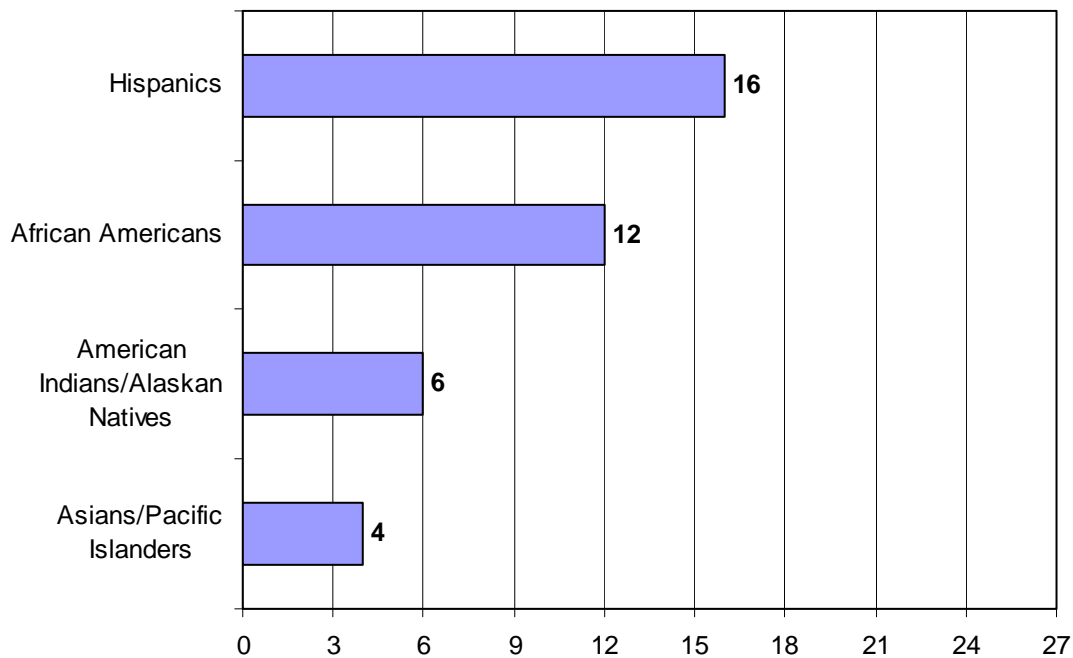
Underutilization statistics are included in the annual Affirmative Action Plan. Underutilization is identified when a job group's actual workforce representation is less than the estimated availability, by at least one whole person. This analysis is conducted for active career staff and academic staff, excluding student titles, temporary lecturers, and postdoctoral scholars.

For any area where underutilization has been identified, a 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 from the local county to the national level based on career staff job groups. Availability for all academic positions is based on national statistics.

Statistical Highlights

In 2007-2008, of the 27 career staff job groups, women were identified as underutilized in 12 job groups and minorities as a whole in seven. A more detailed analysis by ethnicity shows the following:

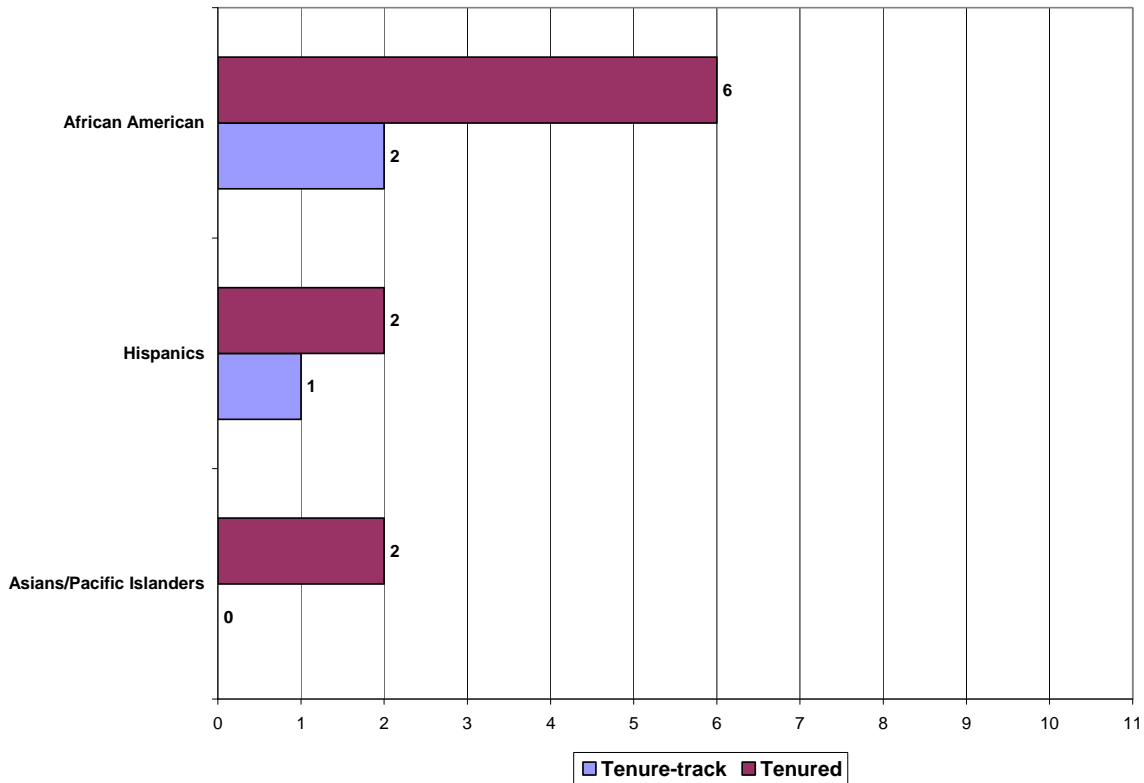
Graph 9. Number of Career Staff Job Groups Underutilized, Based on Ethnicity



Detailed underutilization tables, including placement goals, are available for viewing in the Office of Equal Opportunity and Diversity during regular business hours.

In 2007-2008 women faculty were underutilized in eight of the 11 academic divisions¹ at the tenured level and in two academic divisions at the tenure-track level. In addition, underutilization by race/ethnicity was identified in several units (see Graph 10).²

Graph 10. Number of Academic Divisions with Underutilization of Regular-Rank Faculty Based on Race/Ethnicity



Underutilization was also identified for women and minorities in non-regular-rank academic job groups. Detailed underutilization tables, including placement goals, are available for viewing in the Office of Equal Opportunity and Diversity during regular business hours.

¹ Due to small numbers in the programs in the College of Health Sciences, faculty in the School of Medicine and the CHS programs were combined into one academic unit.

² American Indians/Alaskan Natives were not identified as underutilized in the regular-rank faculty for any of the academic divisions.

Affirmative Action Programs

The Office of Equal Opportunity and Diversity supported UCI's good faith efforts to ensure equal opportunity in employment by taking the following affirmative actions:

- Sponsored a general recruitment advertising campaign, which included quarter-page to full-page ads in *Diverse: Issues in Higher Education*, *Women in Higher Education*, *Hispanic Outlook*, *Winds of Change*, and ads in the conference programs for Hispanic Association of Colleges & Universities and the National Conference on Race & Ethnicity in Higher Education.
- Contracted with *Inside Higher Ed* for unlimited job postings to its website and automatic posting of all academic recruitments to InsideHigherEd.com.
- Uploaded all academic recruitments to the SoCalHERC.org website on a weekly basis.
- Provided consultation on recruitment and search activities related to EEO/AA efforts to search committees, school and department personnel officers, ADVANCE equity advisors, supervisors, and hiring managers.
- Conducted trainings on recruitment and search activities related to EEO/AA efforts through the UCI Effective Supervision Certificate Program and OEOD's Faculty Applicant Survey Tracking (FAST) workshop.
- Posted availability statistics for academic and staff job groups on the web.
- Provided detailed availability and utilization data to Academic Senate committees as requested.

**Appendix A:
Sexual Harassment/Discrimination Cases**

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Staff	Staff	Informal	Disability	Denied reasonable accommodation.	Accommodation provided.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Student	Staff	Formal	Sexual harassment	Request for sex.	Violation of policy found. Respondent resigned.
Other	UCI	Informal	Disability, sexual orientation, medical condition, physical disability, religion	Unfair treatment and comments.	No violation of policy found.
Staff	UCI/UCOP/ABS	Informal	Other	Unfair search process.	Recruitment/selection process reviewed. No inequity found.
Student	Student	Informal	Sexual harassment	Inappropriate email.	Provided sexual harassment prevention information and education to respondent.
Staff	Students	Formal	Sexual harassment	Sexual quotes/comments posted in workplace.	Violation of policy found. Provided sexual harassment prevention information and education to department.
Staff	Staff	EEOC	Sex, pregnancy, retaliation	Unfair discipline; denied promotion.	No violation of policy found.
Staff	Staff	Formal	Medical condition, retaliation	Treated differently because of medical condition.	No violation of policy found.
Staff	Staff	EEOC	National origin, retaliation	Denied promotion because of national origin.	Awaiting agency response.
Staff	Staff	Informal	Sexual harassment	Hostile work environment; inappropriate comments.	No follow through by complainant.
Student	Student	Informal	Sexual harassment	Inappropriate behavior.	Handled in department.
Faculty	Faculty	Informal	Sexual harassment, consensual relations	Inappropriate comments, favoritism.	Managerial concerns discussed with chair.
Staff	Staff	Formal	Race	Disparate treatment.	No violation of policy found.
Staff	Unknown	Informal	Sexual harassment	Sexual text messages.	Referred to UCI Police Department.
Faculty	Faculty	Informal	Age	Discriminatory search process.	Provided clarification of search communications. No violation of policy found.
Other	Staff	Informal	Sexual harassment	Inappropriate discussion during search process.	Provided sexual harassment prevention information and education to respondent.
Other	Staff	Informal	Sexual harassment	Repeated requests for dates; phone calls, etc.	No follow through by complainant.
Staff	UCI	Informal	Other	Unfair employment practices.	Provided clarification of recruitment qualifications to complainant.
Student	Student	Informal	Sexual harassment	Unwanted attention and emails.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Formal	Sexual harassment	Hostile environment created by spreading rumors of an affair.	No violation of policy found. Managerial concerns discussed with director.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments and physical proximity.	Provided sexual harassment prevention information and education to respondent.

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Staff	Staff	Informal	Sexual harassment	Third party sexual harassment.	Provided sexual harassment prevention information and education to respondent.
Student	Student	Informal	Sexual harassment	Putting up inappropriate posters in public areas; taunting.	Provided sexual harassment prevention information and education to respondent.
Staff	UCIMC	DFEH	Race	Disparate treatment.	Awaiting agency response.
Other	UC	OCR	Disability, retaliation	Failure to investigate.	No violation of policy found.
Staff	Staff	Informal	Sexual harassment	Sexual comments.	Provided sexual harassment prevention education and information to respondent.
Staff	Faculty	Informal	Sexual harassment	Unwanted attention, inappropriate behavior and comments.	Respondent resigned.
Staff	Staff	Informal	Sexual harassment	Inappropriate comment.	Provided sexual harassment prevention information and education to respondent.
Faculty	Faculty	Informal	Sex	Unfair promotional process.	No follow through by complainant.
Staff	Staff	DFEH	Age, physical disability, mental disability	Harassed, denied promotion, denied accommodation, denied equal pay.	Closed by agency.
Student	Student	Informal	Sexual harassment	Inappropriate comments, flirtation and other behavior.	Provided sexual harassment prevention information and education to respondent.
Staff	Student	Formal	Retaliation	Retaliatory and harassing behavior.	Violation of policy found. Provided sexual harassment prevention information and education to department.
Faculty	Student	Informal	Sexual harassment	Viewed and discussed inappropriate website during class.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	DFEH	Age, physical disability, mental disability	Unfair work and physical conditions; discrimination based on age and filing of Worker's Comp and DFEH complaints.	Closed by agency.
Staff	Staff	DFEH	Age, physical disability, mental disability	Nonaccommodation and age discrimination.	Closed by agency.
Students	Faculty	Informal	Consensual relationship	Implied favoritism.	Provided information and education to all parties.
Student	Student	Informal	Sexual harassment	Posting inappropriate pictures; behavior.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Formal	Sexual harassment	Inappropriate comments.	Insufficient allegations to state a claim.
Student	Faculty	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Faculty	Faculty	Informal	N/A	Hostile work environment; general harassment.	Provided information to respondent.
Staff	Faculty	Informal	N/A	Hostile work environment.	Referred to Ombuds.

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Student	Faculty	Informal	Sexual harassment	Unwelcome comments and requests.	Provided sexual harassment prevention information and recommendations to complainant.
Staff	Staff	Informal	Sexual harassment	Coworkers internet usage creating hostile environment.	Provided sexual harassment prevention and education to complainant and respondent. Referred near relative issue to Human Resources.
Staff	Staff	Informal	Retaliation	Retaliated against because of filing Workers Compensation complaint.	Referred to Workers Compensation.
Other	Faculty	Formal	Race, national origin, ancestry, citizenship, age	Unfair search process.	No violation of policy found.
Staff	Faculty	Informal	Disability	Nonaccommodation.	No follow through by complainant.
Staff	Staff	Formal	Sexual orientation	Inappropriate inquiries into complainant's sexual orientation; ostracism.	Violation of policy found. Corrective action taken.
Staff	Staff	Informal	Sex, race	Favoritism.	Provided discrimination prevention information and education to respondent.
Student	Faculty	Formal	Disability	Imposition of unfair conditions that were onerous and greater than those required of students without a disability.	No violation of policy found.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments and physical proximity.	Provided sexual harassment prevention information and education to respondent.
Student	Staff	DFEH	Retaliation, disability	Differential treatment; alteration of accommodations.	Closed by agency. No violation of policy found.
Student	Student	Informal	Sexual harassment	Inappropriate touching and comments.	Provided sexual harassment information and education to respondent.
Staff	Faculty	Informal	Sex	Offensive video forwarded via email.	Provided discrimination prevention information and education to respondent.
Staff	Staff	Formal	Sexual harassment	Inappropriate touching.	Violation of policy found. Corrective action taken. Provided sexual harassment prevention information and education to respondent.
Faculty	Faculty	Informal	Race, national origin	Hostile environment.	No follow through by complainant.
Student	Staff	Informal	Sexual harassment	Inappropriate behavior.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Informal	Sexual orientation	Inappropriate remarks.	Provided discrimination prevention information and education to respondent.
Student	Faculty	Informal	Sexual harassment	Inappropriate touching.	Provided sexual harassment prevention information and education to respondent.
Faculty	Faculty	Informal	Other	Unfair employment practices.	No inequity found.

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Student	Staff	Informal	Sexual harassment	Ogling.	Resolved in department.
Student	Staff	Informal	Sexual harassment	Hostile environment created by kissing.	Provided sexual harassment prevention education and information to respondent.
Faculty	Faculty	Informal	Race	Hostile work environment.	No follow through by complainant.
Staff	Staff	Informal	Sexual harassment	Inappropriate touching and comments.	Provided sexual harassment and discrimination information and education to respondent and training to department.
Student	Students	Informal	Sexual harassment, race	Inappropriate sexual and racial comments written on residence hall door.	Provided sexual harassment prevention information and education to respondent.
Faculty	Faculty	Informal	Sexual harassment	Unwelcome contact and repeated requests for dates.	Provided sexual harassment prevention education and information to both parties. "No Contact" agreement signed by both parties.
Staff	Staff	Informal	Sexual harassment	Inappropriate comment.	Provided talking points for manager to discuss sexual harassment prevention information to respondent.
Staff	Staff	Informal	Sexual harassment	Repeatedly asking for dates; quid pro quo offer.	Provided sexual harassment prevention information and education to respondent and training for department.
Staff	Staff	Informal	Sexual harassment	Hostile environment.	Provided sexual harassment prevention training to department.
Students	Student	Informal	Sex	Inappropriate comments.	Provided talking points for administrators. Respondent received warning letter.
Faculty	Other	Informal	Sexual orientation	Multiple requests to provide documentation regarding domestic partner.	Provided clarification and information to complainant.
Student	Staff	Informal	Disability	Nonresponsive to requests for accommodation.	Determined status and facilitated interactions for resolution.
Other	Department	Informal	Other	Unfair search process.	Provided equal employment opportunity information and clarification to complainant.
Other	Staff	Informal	Consensual relationship	Inappropriate consensual relationship.	Conflict cured. Provided consensual relationship policy to respondent.
Students	Students	Informal	Sexual harassment	Hostile environment created by public displays of affection.	Assisted department supervisor in handling in department. Respondents completed online sexual harassment prevention training.
Staff	Staff	Informal	Sexual harassment	Threatening comments of a sexual nature.	Referred to UCI Police Department; respondent terminated.
Student	Student	Formal	Sexual harassment	Repeated requests for dates; inappropriate behavior.	Violation of policy found.
Student	Student	Informal	Sexual harassment	Inappropriate comments.	No follow through by complainant.
Staff	Other	Informal	Sexual harassment	Repeated requests for dates.	No follow through by complainant; respondent terminated. Provided sexual harassment prevention education to department and outside contractor.

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Other	Staff	DFEH	Sexual orientation	Inappropriate touching and comments; termination.	Closed by agency. Respondent filed suit.
Student/Staff	Unknown	Informal	Race	Inappropriate behavior and racial remarks.	Brought to the attention of Student Affairs/Housing. Provided discrimination prevention information and training for housing unit.
Student	Student	Informal	Sexual harassment	Attempted kiss without permission.	Provided sexual harassment prevention information and education to respondent.
Student	Student	Informal	Sexual orientation	Offensive comments regarding special event.	Resolved by manager; respondent sent letter of apology to complainant.
Student	Student	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Student	Student	Informal	Sexual harassment	Leering and repeated requests for dates.	Provided sexual harassment prevention education and information to respondent.
Student	Staff	Formal	Disability	Nonaccommodation. Not provided necessary accommodation forms in a timely manner.	No violation of policy found.
Students	Students	Informal	Sexual harassment	Inappropriate postings, comments.	Provided sexual harassment prevention training and information to department.
Staff	Unknown	Informal	Sexual harassment	Inappropriate sexual gift.	No respondent identified. No further incidents reported by complainant.
Student	Staff	Formal	Retaliation, disability	Disparate treatment, nonaccommodation.	No discrimination, non-accommodation or retaliation found.
Student	Student	Informal	Sexual harassment	Inappropriate touching.	Provided sexual harassment prevention information and education to respondent.
Other	Staff	Formal	Race	Inappropriate comments and harassment.	No violation of policy found.
Faculty	Faculty	Formal	Marital status	Nonrenewal of contract due to marital status.	No violation of policy found.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments and employment actions.	Referred to Whistleblower process.
Other	Staff	Formal	Race, ancestry	Inappropriate comments.	No violation of policy found.
Student	Faculty	Formal	Medical condition	Inappropriate behavior; lack of accommodation.	No violation of policy found.
Faculty	Faculty	Informal	N/A	Inappropriate behavior.	No follow through from complainants.
Other	UC	DFEH	Sex, retaliation	Unfair pay; terminated for complaining.	Closed by agency.
Student	UCI	OCR	National origin	Hostile environment, disparate treatment.	In process.
Staff	Faculty	Informal	Disability	Nonaccommodation	In process.
Students	Student	Informal	Sexual harassment, religion	Offensive email.	Provided sexual harassment and discrimination prevention information and education to parties.
Student	Staff	Formal	Sexual harassment	Inappropriate touching.	No violation of policy found.

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Staff	Staff	Formal	Sexual harassment	Inappropriate comments, requests, and behavior.	Violation of policy found. Issued intent to dismiss; respondent resigned.
Other	Faculty	Informal	National origin	Unfair treatment.	Provided discrimination prevention information and education to respondent.
Faculty	Other	Informal	Sexual harassment	Inappropriate touching.	Worked with department to create protocol.
Faculty	Faculty	Informal	Sexual harassment, gender	Inappropriate comments; discrimination in academic review process.	No follow through by complainant.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments and behavior.	Provided sexual harassment prevention information and education to respondent.
Staff	Other	Informal	Race	Repeated offensive remarks.	Handled in department; respondent apologized.
Staff	Staff	Informal	Consensual relationship	Consensual relationship.	Conflict cured.
Other	UCIMC	DFEH	Disability	Denied hire.	Awaiting agency response.
Student	Faculty	Informal	N/A	Bullying; dismissive conduct.	Referred to dean and Ombuds.
Faculty	Staff	Informal	Sexual harassment	Inappropriate touching.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Formal	Retaliation, sex	Denied hire based on pregnancy; retaliation for filing complaint.	No violation of policy found.
Other	Other	Informal	Sexual harassment	Inappropriate behavior.	Assisted supervisor in providing sexual harassment prevention information and education to respondent.
Staff	Staff	Informal	Race, sexual harassment	Racial and inflammatory statements.	Respondent terminated.

Appendix B: Training and Educational Programs

TRAINING AND EDUCATIONAL PROGRAMS

SEXUAL HARASSMENT PREVENTION

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Administrative & Business Services	Environmental & Health Safety	Sexual Harassment Prevention (AB1825)	22	22	0	0	0
	Police Department	Sexual Harassment Prevention for CSOs	24	2	0	22	0
Arts	Multiple Departments	Sexual Harassment - An Update on Law & Policy (AB1825)	190	42	60	88	0
Biological Sciences	Multiple Departments	Sexual Harassment Prevention for TAs	8	0	0	8	0
	Ecology & Evolutionary Biology	Sexual Harassment Prevention/OEOD Overview	12	0	0	12	0
	Center for Molecular & Mitochondrial Medicine & Genetics	Sexual Harassment Prevention	11	8	1	2	0
Biological Sciences/ School of Medicine	Graduate Program in Molecular Biology, Genetics & Biochemistry	Sexual Harassment Prevention for TAs	81	0	1	80	0
Business	Executive MBAs & Graduate Students	Sexual Harassment Prevention	91	1	0	90	0
	MBA/PHDs	Sexual Harassment Prevention for TAs	8	0	0	8	0
Division of Undergraduate Education	Undecided/Undeclared Advising	Sexual Harassment Prevention	57	0	0	57	0
Education	Education	Sexual Harassment Prevention for TAs	11	1	0	10	0
Engineering	Biomedical Engineering	Sexual Harassment Prevention for TAs	22	0	0	22	0
	Chemical Engineering	Sexual Harassment Prevention for TAs	34	0	0	34	0
Humanities	History	Sexual Harassment Prevention for TAs	16	0	0	16	0
	Visual Studies/Multiple Departments	Sexual Harassment Prevention for TAs	14	0	0	14	0
Information and Computer Science	Multiple Departments	Sexual Harassment Prevention for TAs	32	0	0	32	0
Physical Sciences	Chemistry	Sexual Harassment Prevention for TAs	48	0	0	48	0
	Earth System Sciences	Sexual Harassment Prevention (AB1825)	28	8	12	8	0
	Mathematics	Sexual Harassment Prevention for TAs	67	0	0	67	0
	Physics and Earth System Science	Sexual Harassment Prevention for TAs	39	0	0	39	0
Social Ecology	Criminology, Law and Society	Sexual Harassment Prevention	14	0	1	13	0
Social Sciences	Multiple Departments	Sexual Harassment Prevention for TAs	56	0	0	56	0
School of Medicine	Surgery	Sexual Harassment Prevention (AB1825)	22	14	8	0	0

TRAINING AND EDUCATIONAL PROGRAMS

SEXUAL HARASSMENT PREVENTION (cont'd)

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
School of Medicine (cont'd)	Multiple Departments (3 presentations)	Sexual Harassment Prevention (AB1825)	99	77	18	0	4
Student Affairs	Center for Educational Partnerships: CAMP	Sexual Harassment: What to Know Where to Go	10	1	0	0	9
	Center for Educational Partnerships: CAMP	Sexual Harassment Prevention	54	0	0	54	0
	Center for Educational Partnerships: COSMOS	Sexual Harassment Prevention	25	0	0	25	0
	Center for Educational Partnerships: COSMOS	Sexual Harassment Prevention for RAs	29	0	0	29	0
	Dean of Students: SPOP	Sexual Harassment Prevention	136	0	0	136	0
	Hospitality and Dining Services	Sexual Harassment: What to Know Where to Go	77	77	0	0	0
	Housing: Arroyo Vista	Sexual Harassment Prevention for RAs	43	0	0	43	0
	Housing: Campus Village	Sexual Harassment Prevention for RAs	8	0	0	8	0
	Housing: Campus Village	Sexual Harassment Prevention for RAs	30	0	0	30	0
	Housing: Mesa Court	Sexual Harassment Prevention for RAs	61	0	0	61	0
	Housing: Mesa Court and Palos Verdes	Sexual Harassment Presentation	38	38	0	0	0
	Scheduling and Conference Services	Sexual Harassment Prevention	35	35	0	0	0
	Student Media (2 presentations)	Sexual Harassment Prevention	24	2	0	22	0
	Multiple Departments/Other (3 presentations)	Sexual Harassment Prevention (AB1825)	50	42	0	3	5
UCI Medical Center	Nutrition Services/Dietary (6 presentations)	Sexual Harassment Prevention	61	61	0	0	0
	Obstetrics and Gynecology	Sexual Harassment Prevention (AB1825)	49	27	17	5	0
	Senior Center	Sexual Harassment Prevention	10	10	0	0	0
University Extension	English as a Second Language	Sexual Harassment Prevention (AB1825)	32	0	32	0	0
UCI	Multiple Departments (2 presentations)	Effective Supervision: Sexual Harassment Prevention (AB1825)	60	60	0	0	0
	Multiple Departments (18 presentations)	Sexual Harassment Prevention (AB1825)	778	519	225	11	23
	Multiple Departments: Business Officers Institute (2 presentations)	Sexual Harassment Prevention for BOI (AB1825)	59	58	1	0	0
	Multiple Departments: Sexual Harassment Advisors	Sexual Harassment Prevention for SHA (AB-1825)	19	19	0	0	0

TRAINING AND EDUCATIONAL PROGRAMS

DIVERSITY

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Administrative & Business Services	Police Department	Racial Profiling	10	10	0	0	0
Biological Sciences	Ctr for Molecular & Mitochondrial Medicine & Genet	Diversity Promotion and Sexual Harassment Prevention	11	8	1	2	0
Division of Undergraduate Education	Undecided/Undeclared Advising	Cultural Understanding and Sensitivity	11	2	0	9	0
Engineering	Various	Diversity & Intercultural Communications	20	1	19	0	0
Graduate Division	Graduate Division	Workplace Diversity	7	1	0	6	0
Social Sciences	Political Science	Workplace Diversity	33	0	1	32	0
School of Medicine	Cancer Center	Diversity Workplace program	20	20	0	0	0
	Cancer Center	Workplace Diversity	30	30	0	0	0
	Pediatrics	Workplace Diversity	21	20	1	0	0
	Pediatrics	Workplace Diversity	16	15	1	0	0
	Cancer Center	Workplace Diversity	53	53	0	0	0
	Pediatrics	Workplace Diversity	11	11	0	0	0
	Pediatrics	Workplace Diversity	22	22	0	0	0
Student Affairs	Career Center	Gender Gap: Is there One?	25	1	0	24	0
	Center for Educational Partnerships	Workplace Diversity	46	46	0	0	0
	Center for Educational Partnerships: COSMOS	Diversity	25	0	0	25	0
	Center for Educational Partnerships: CAMP	Diversity	54	0	0	54	0
	Center for Educational Partnerships: COSMOS	Diversity	29	0	0	29	0
	Dean of Students	Diversity and Intercultural Communication	50	5	0	45	0
	Dean of Students	Cross Cultural Awareness	32	2	0	30	0
	Housing: Campus Village	Middle Eastern Culture	24	24	0	0	0
	Housing: Verano Place	Workplace Diversity	9	0	0	9	0
	Housing: Multiple	Workplace Diversity	74	74	0	0	0
	Housing: Palo Verde	Diversity and Language	18	18	0	0	0
	Housing: Palo Verde	Worklife and Multitasking	32	32	0	0	0
	Other - Natl Society for Collegiate Schools (NSCS)	Public Speaking and Workplace Diversity	12	0	0	12	0
	Other - Natl Society for Collegiate Schools (NSCS)	Diversity: Public Speaking	13	2	0	11	0
	Student Cultural Center	Summer Multi-Cultural Leadership Institute	85	5	0	80	0
	Student Health Center	Workplace Diversity	40	40	0	0	0
	Dean of Students	Campus Diversity: Passport to Leadership	15	0	0	15	0

TRAINING AND EDUCATIONAL PROGRAMS

DIVERSITY (cont'd)

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
UCI	Multiple Departments (2 presentations)	Effective Supervision: Managing Diversity	60	60	0	0	0
	Multiple Departments	Worklife and Multitasking	10	2	0	8	0
	Multiple Departments (10 sessions)	Diversity Development Program	36	31	1	2	2
	Multiple Departments (10 sessions)	Diversity in Medicine	150	10	5	130	5

AFFIRMATIVE ACTION/DISCRIMINATION

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Student Affairs	Housing: Palo Verde	Putting UCI's Nondiscrimination Policy into Practice	6	6	0	0	0
UCI	Multiple Departments (5 presentations)	Faculty Applicant Survey Tracking (FAST): A Recruitment Tool	60	36	22	0	2
	Multiple Departments (2 presentations)	Effective Supervision: Affirmative Action/EEO	60	60	0	0	0
UC	UC Employment Managers	Affirmative Action Update	15	15	0	0	0

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