

# UCIRVINE

## Office of Equal Opportunity and Diversity

### Annual Report

2006-2007



*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.

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**Office of  
Equal Opportunity and Diversity  
Annual Report  
2006-2007**

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# Highlights 2006-2007

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## **Caseload Increase**

2006-2007 brought another marked increase in the number of complaints of discrimination and harassment received by OEOD. Up 109% in the past two years, the number of cases is most likely attributable to the additional sexual harassment prevention training now mandated by California law (AB1825) and implemented beginning in 2005. OEOD is pleased to report that the number of cases resolved in an early resolution process (informal complaints) have increased, indicating that individuals are willing to and do ask for assistance earlier and resolve problems before they become more difficult to manage.

## **New Staff**

We are happy to introduce OEOD's newest staff member: Raid Faraj who has joined us as a Senior Investigator and Diversity Educator. In this capacity, he is responsible for conducting formal and informal investigations of complaints alleging discrimination, retaliation, and sexual harassment and responding 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). He also conducts a variety of presentations and workshops on sexual harassment, discrimination, diversity, cultural awareness, and cross-cultural communication for students, faculty and staff.

## **Faculty Applicant Survey Tracking**

The Faculty Applicant Survey Tracking (FAST) system is an online web-based program that collects demographic data about applicants and allows academic departments to generate reports that compare the applicant pool to the expected availability of women and minority candidates for the recruited position. This tool was developed with two goals in mind: 1) as an aid for faculty search committees to assess if additional outreach and advertising is needed, and 2) to provide statistics for federal affirmative action reporting. This year OEOD developed a workshop to assist department personnel and search committees in best using this new tool.

# Complaint Resolution

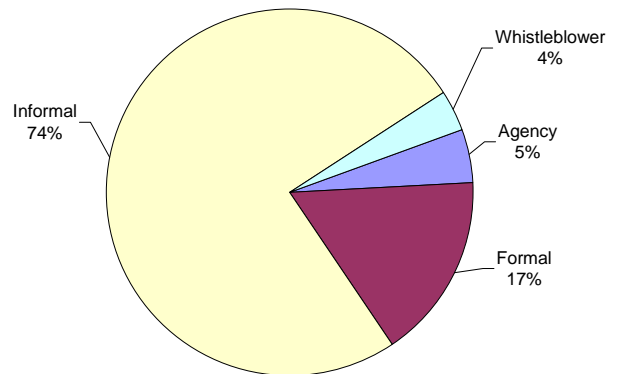
All persons who participate in University of California, Irvine programs and activities have the right to work and learn together in an atmosphere free of discrimination, exploitation or intimidation. To this end, the OEOD receives, investigates and works toward resolution of complaints of discrimination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

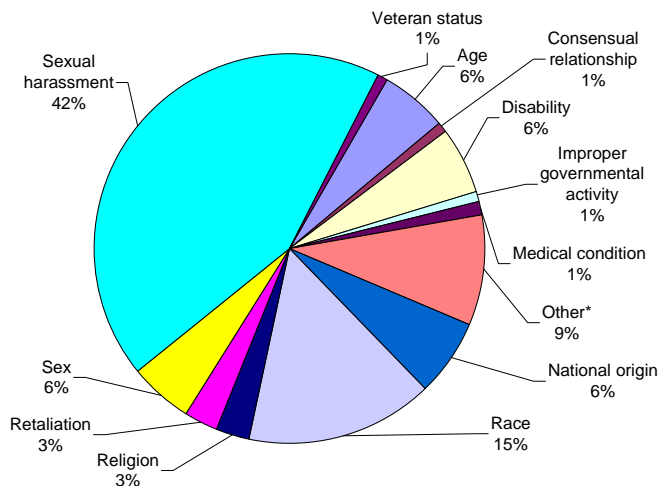
In addition, OEOD receives **inquiries** (requests for information, referrals, or contact that may result in a complaint) and requests for **review**.

**Complaint Type**



The OEOD received **109 complaints** of discrimination or sexual harassment, an increase of nearly 23% over complaints received in 2005-2006. In addition, OEOD received more than **120 inquiries** during 2006-2007.

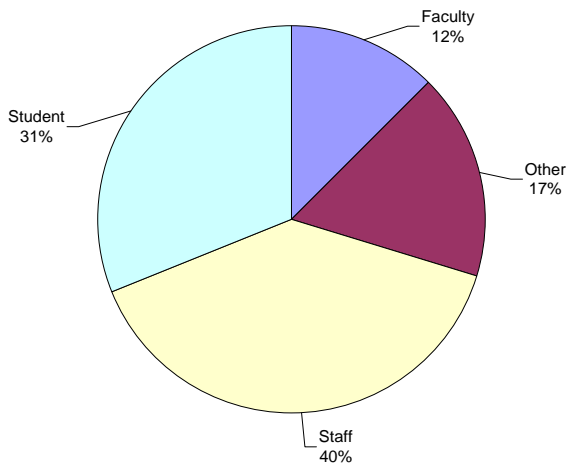
**Basis of Complaints**



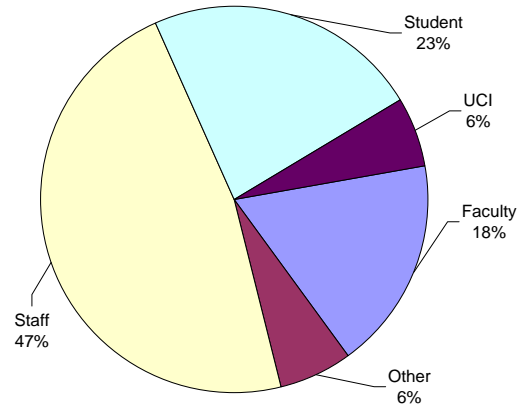
\*Complaints that do not fall within the UC Nondiscrimination, Sexual Harassment, or Consensual Relations Policies.

Complaints brought by staff accounted for 40% of all cases. Students brought 31%, and faculty brought 12% of the complaints received by OEOD. Those from other sources (applicants, vendors, patients, etc.) totaled 17%. Staff also accounted for nearly half (47%) of the respondents, faculty were 18% of the respondents and students were 23%. In some cases, complaints were brought against a department, the university, or an outside source (alumni, vendor, volunteer, etc.).

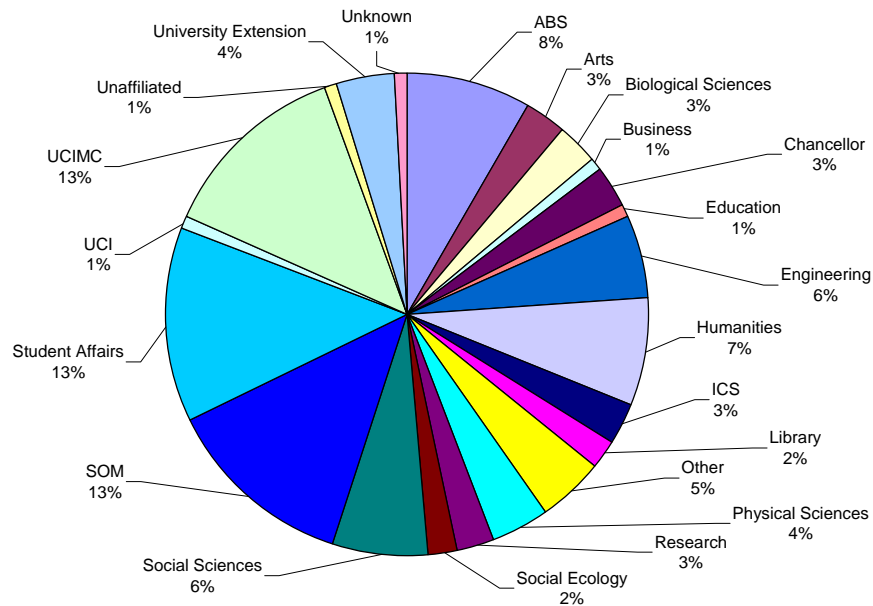
### Complainant Type



### Respondent Type



### Respondent's Coordinating Unit



*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.

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# Training and Educational Programs

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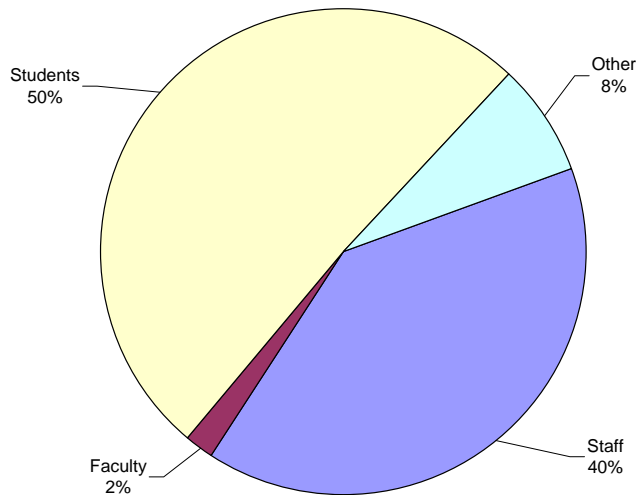
Training programs are a proactive and preventative instrument used to assist the university's compliance with sexual harassment and discrimination prevention laws and policies. They also serve as a tool in response to discrimination and harassment complaints. OEOD education programs focus on an array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

OEOD continued to provide instructor-led and online courses to satisfy the requirements of AB1825, the California law mandating sexual harassment prevention education for all supervisors, including all academic appointees except postdoctoral scholars and student academic appointments.

In addition, OEOD continued to use the vendor New Media Learning for online training of non-supervisory employees and students. A total of 306 individuals completed the New Media Learning online sexual harassment prevention training.

OEOD conducted 22 sexual harassment/discrimination prevention programs, reaching an audience of more than 650 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.

**Sexual Harassment Prevention Training**



Specific programs are listed in Appendix B.

The table and chart below illustrate the status of compliance to California law AB1825 as of June 30, 2007. The new AB1825 rollout, managed by UC Office of the President, occurs in September 2007.

**Sexual Harassment Prevention Compliant to AB1825**

School/Coordinating Unit	Total Number of Employees Who Need to be Compliant	Completion Rate
COLLEGE OF HEALTH SCIENCES	15	100%
CHANCELLOR	101	99%
LIBRARY	94	99%
ADMINISTRATIVE & BUSINESS SERVICES	27	96%
DIV. OF UNDERGRADUATE EDUCATION	127	96%
SOCIAL ECOLOGY	202	96%
BIOLOGICAL SCIENCES	255	94%
STUDENT AFFAIRS	220	94%
ENGINEERING	208	92%
MEDICAL CENTER	404	92%
UNIVERSITY ADVANCEMENT	120	92%
BUSINESS	142	90%
EDUCATION	367	89%
HUMANITIES	47	89%
PHYSICAL SCIENCES	304	89%
UNIVERSITY EXTENSION	89	89%
SCHOOL OF MEDICINE	1444	87%
RESEARCH	110	86%
ARTS	12	84%
GRADUATE DIVISION	175	83%
SOCIAL SCIENCES	252	71%
	<b>4715</b>	<b>91%</b>

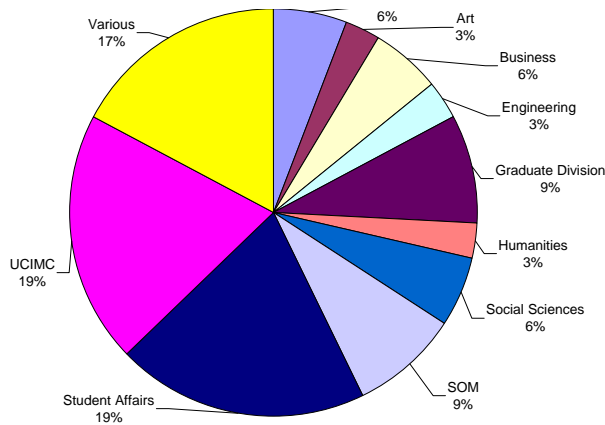


Thirty-five diversity-related programs were provided to the campus and the medical center in 2006-2007. The OEOD also coordinated several major events and series, including

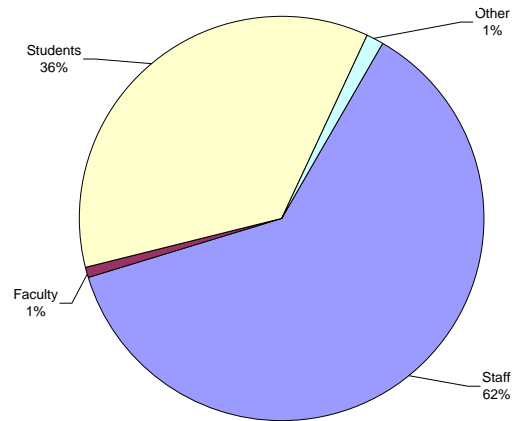
- **Diversity in Medicine** – a 10-week course that provided insight on administering healthcare to culturally diverse patients. Seventy attended this program, which is open to staff, students, and community members.
- **Diversity Development Program** – 29 staff and faculty from the campus and medical center were selected to participate in this five-month program where they explored diversity-related issues with featured speakers.
- **Religious Diversity Forum** – sponsored by OEOD and held at California State University Fullerton this year because of the Student Center construction occurring on the UCI campus. Approximately 180 were in attendance at this event.

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

**Diversity-Related Programs by Coordinating Unit**



**Diversity-Related Programs by Attendee Type**



*Various = combination of schools/coordinating units*

*Other = persons from outside the university, volunteer*

Other educational opportunities provided by OEOD included:

- **Calming the Storm: the Aftermath of the Virginia Tech Incident** – a panel discussion on the implications of the Virginia Tech incident.
- **Faculty Applicant Survey Tracking (FAST)** – three sessions about the academic search process and the FAST tool as they relate to equal employment opportunity and affirmative action.
- **Affirmative Action Update** – a presentation of what is new in affirmative action to Systemwide UC Employment Managers.
- **Business Officers Institute (BOI)** – a session on sexual harassment, discrimination and the workings of OEOD.
- **OEOD Overview** – a presentation on what OEOD is and does.

In addition, OEOD provided outreach in presentations to groups and organizations in the greater community, such as:

- Santa Monica College
- California Caucus of College and University Ombuds

Specific programs are listed in Appendix C.



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# Affirmative Action Goals

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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 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.

In 2006-07, both women and minorities as a whole were identified as underutilized in 10 of the 27 career staff job groups. A more detailed analysis by ethnicity shows the following:

- African Americans were underutilized in 14 career staff job groups.
- Hispanics were underutilized in 15 career staff job groups.
- Asians/Pacific Islanders were underutilized in three career staff job groups.
- American Indians/Alaskan Natives were underutilized in five career staff job groups.

During that same year, in the tenured and tenure-track faculty ranks, women were underutilized in nine of the 11 academic divisions. In addition, underutilization by race/ethnicity was identified as follows:

- African Americans in five of the academic divisions.
- Hispanics in two of the academic divisions.
- Asians/Pacific Islanders in one of the academic divisions.

Underutilization was also identified for women and minorities in the other academic job groups.

The following pages illustrate the areas of underutilization and non-representation of women and minorities in academic and career staff job groups.

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.

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

### Career Staff Underutilization of Minorities and Women by Job Group

Job Group	African American/ Black	Asian/ Pacific Islander	Hispanic	American Indian/ Alaskan Native	Minorities	Women
<b>Officials/Managers</b>						
Executives	X	*		*	X	
Management Officials		X			X	
<b>Professionals</b>						
Student Services	X		X	X	X	
Communications	X			*		
Engineering Services			X		X	X
Fiscal/Mgmt Services	X		X	X		
Nursing Services	X		X	X		
Social/Therapeutic Services	X		X		X	
Clinical Laboratory Technician	X		X	*		
Health Practitioners			X	*		
Science/Laboratory Services	X					
<b>Technicians</b>						
Health Technicians	X			X		X
Engineering Science Technicians	X		X		X	X
Other Technicians			X			
<b>Office/Clerical Workers</b>						
Clerical/Administrative Assistants	X					X
Library/Medical Record Assistants	X		X		X	X
Mail/Stores Services			X	*		X
Communication Services	*			*		
<b>Skilled Craft Workers/Operatives/Laborers</b>						
Operations/Maintenance	X	X	X		X	X
Vehicle Maintenance	*		X	*	X	*
Operatives				*		X
Laborers				*		
<b>Service Workers</b>						
Food Services				*		
Cleaning Services		X		X		
Protective Services	X		X		X	X
Health Services						X

Shaded x = underutilization identified (fewer minorities or women than expected based on availability)

Non-shaded x = underutilization identified, although availability and workforce are greater than 65%.

\* No representation but not underutilized.

Based on October 31, 2006 Personnel Extract

**Academic Underutilization of Minorities and Women Campuswide  
and Regular-Rank Faculty by Academic Unit**

Academic Job Groups (Campuswide)	African American/Black	Asian/Pacific Islander	Hispanic	American Indian/Alaskan Native	Minorities	Women
Tenured Faculty	x			x		x
Tenure-Track Faculty	x					
Lecturer SOE/PSOE	*			*		
Lecturer-Continuing	x			*		
Other Teaching Faculty <sup>1</sup>	x		x	x		x
Researchers	x					
Academic Administrators	x					
Librarians						x
University Extension	*			*		

Regular-Rank Job Groups by School	African American/Black	Asian/Pacific Islander	Hispanic	American Indian/Alaskan Native	Minorities	Women
<b>TENURED</b>						
Arts				*		x
Biological Sciences	x			*		x
Business	x		x	*		
Education	*	*		*		x
Engineering	x			*		x
Health Sciences <sup>2</sup>			x	*		
Humanities				*		x
Information & Computer Sciences		x		*		
Physical Sciences				*		x
Social Ecology	x			*		x
Social Sciences	x			*		x
<b>TENURE-TRACK</b>						
Arts				*		
Biological Sciences	*			*		
Business			*	*		
Education	*			*		
Engineering	*			*		
Health Sciences <sup>2</sup>	*					x
Humanities				*		
Information & Computer Sciences	*		*	*		
Physical Sciences	*		*	*		
Social Ecology			*	*		x
Social Sciences	x			*		

<sup>1</sup>Adjunct, Clinical, In-Residence faculty

<sup>2</sup>Health Sciences includes the School of Medicine and the programs in Health Sciences due to the small Ns in the Health Sciences programs.

Shaded x = underutilization identified (fewer minorities or women than expected based on availability).

Non-shaded x = underutilization identified, although availability and workforce are greater than 65%.

\* = No representation but not underutilized.

Based on October 31, 2006 Personnel Extract

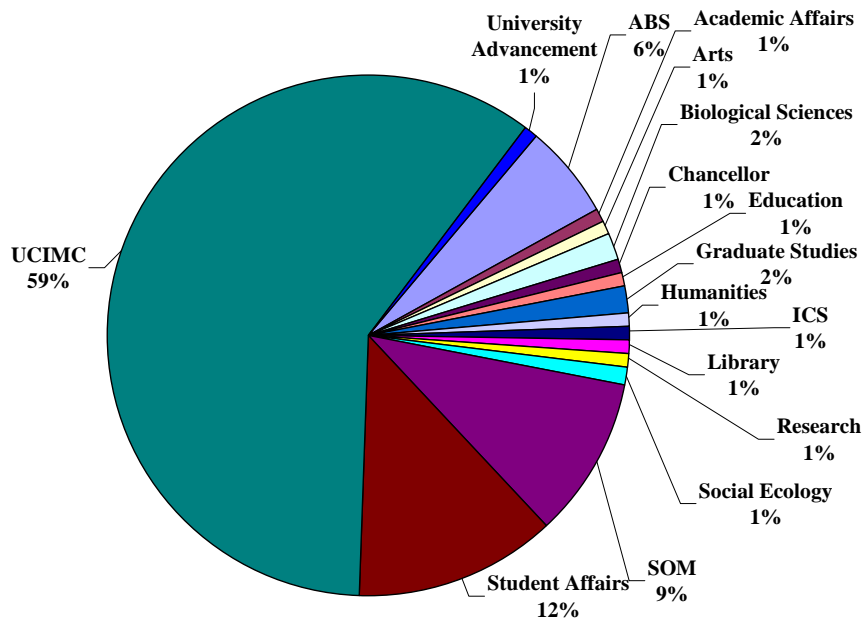
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# Employee Development Block Grant

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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, the Faculty Career Development Awards administered by Academic Affairs, and outreach efforts.

A total of 119 Staff Development Scholarships were awarded. Staff Development Scholarships are awarded on a first-come, first-serve basis.



During 2006-2007, the Employee Development Block Grant partially subsidized the Management Skills Assessment Program registration fee for 18 campus and five medical center staff.

A portion of the Employee Development Block Grant was also used for Faculty Career Development Awards. These were provided to

- Academic Appointees who are not regular ranks faculty to further their scholarly achievement and were used for research assistance and/or to fund professional conferences
- Tenure-Track Faculty to support opportunities to enhance research and scholarship in preparation for the tenure review.

# **Appendix A**

## **Sexual Harassment/Discrimination Complaints**

## 2006-2007 Sexual Harassment/Discrimination Cases

COMPLAINANT	RESPONDENT	COMPLAINT TYPE	BASIS OF COMPLAINT	ALLEGATIONS	STATUS
Student	Staff	Informal	Sexual harassment	Inappropriate comments and actions.	Provided sexual harassment prevention education and information to respondent.
Student	Faculty	Formal	National origin, ancestry, religion	Unequal treatment.	No discrimination found.
Student	Faculty	Formal	Disability	Obstructing academic progress because of disability.	No discrimination found.
Staff	Staff	Informal	Age, national origin	Being forced to leave. Poor performance evaluation.	No prima facie case.
Student	Student	Informal	Sexual harassment	Repeated requests for dates, repeated attempts to communicate via e-mail.	Provided sexual harassment prevention information and education to respondent in collaboration with Associate Dean. Respondent completed on-line training.
Students	Student	Informal	Sexual harassment	Inappropriate behavior.	Provided sexual harassment prevention information and education to respondent.
Staff	Other	Informal	Sexual harassment	Inappropriate comments.	Resolved in department. Respondent terminated.
Student	Student	Informal	Sexual harassment	Inappropriate behavior; possible quid pro quo.	Provided sexual harassment prevention information and education to respondent.
Students	Department	Informal	National origin, race	Unfair promotion rates for minority faculty.	Brought to attention of Dean and Vice Provost. Dean to take action.
Faculty	Faculty	Informal	Race	Inappropriate racial remarks.	Provided discrimination prevention education to respondent.
Faculty	Student	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Other	Staff	Informal	National origin	Inappropriate use of phrase in marketing materials.	Discussed with assistant dean; concern to be considered while developing future materials.
Student	Staff	Informal	Consensual relationship	Favoritism; third party sexual harassment.	Assisted supervisor with script to address issues with respondent.
Other	Students	Informal	Race, religion, national origin	Inappropriate presentation at university event.	Provided policy information to respondent. Scheduling sensitivity training for department.
Student	Staff	Informal	Sexual harassment	Inappropriate jokes.	Provided sexual harassment prevention information and education to respondent.
Faculty	Faculty	Informal	Sex	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Student	Staff	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Other	UCI	Informal	Sex	Discriminatory advertising of event.	Worked with organization to adjust promotional materials to more accurately reflect the nondiscriminatory nature of the event.
Staff	Staff	Informal	Other*	Inappropriate behavior; harassment.	Resolved by Human Resources.
Staff	Staff	Formal	Race	Inappropriate racial remarks.	No discrimination found.
Staff	Staff	EEOC	Retaliation, race	Unfairly terminated.	Resolved through EEOC mediation.
Staff	Staff	Informal	Disability	Treated differently because of disability.	Accommodated appropriately.
Staff	Other	Informal	Sexual harassment	Inappropriate comments.	Sexual harassment prevention education required at own expense.
Staff	Staff	Formal	Sexual harassment	Inappropriate behavior and comments.	Violation of policy. Respondent terminated.
Faculty	Student	Informal	Sexual harassment	Inappropriate comments and behavior.	Student dismissed from UCI on other grounds.
Other	Student	Informal	Race	Inappropriate comments on blog.	No UCI jurisdiction.



## 2006-2007 Sexual Harassment/Discrimination Cases

COMPLAINANT	RESPONDENT	COMPLAINT TYPE	BASIS OF COMPLAINT	ALLEGATIONS	STATUS
Other	Staff	Informal	Sexual harassment, disability	Inappropriate photos sent via email. Non-accommodation.	No follow-through by complainant.
Other	Department	Whistleblower	Improper government activity	Unfair hiring practices.	No violation found.
Staff	Staff	Informal	Race	Released from interim position.	Worked with Human Resources to clarify position and review promotion. No discrimination found.
Student	Students	Informal	Sexual harassment, sexual orientation	Offensive signs placed or written on residence hall door.	Assisted in resolving in department.
Faculty	Student	Informal	Sexual harassment	Inappropriate sexual imagery.	Associate Dean met with respondent regarding sexual harassment policy and standards of speech in the classroom.
Other	Faculty	Informal	Sexual harassment	Expelled from program due to unfounded accusations of sexual harassment.	No follow-through by complainant.
Staff	Staff	Informal	Sexual harassment	Unwanted sexual comments.	Provided sexual harassment prevention training to respondent and memo to supervisor for respondent's personnel file.
Student	Staff	Whistleblower	Religion	Discriminatory application of university policies.	No discrimination found.
Student	Faculty	Informal	Sexual harassment	Unwelcome attention to female students.	Provided sexual harassment prevention information and education to respondent.
Faculty	Student	Informal	Sexual harassment	Unwelcome attention, inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Informal	Other*	Assault. Pushed into door.	Referred to UCIPD and Human Resources.
Student	Student	Informal	Sexual harassment	Inappropriate behavior.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Informal	Other*	Other	No prima facie case. Provided information and education to respondents.
Staff	Staff	Informal	Other*	Overlooked for promotions.	Spoke with department re communication, recruitment and professional development. Worked with Human Resources to schedule training for department.
Student	Student	Informal	Sexual harassment	Inappropriate comments and touching.	Provided sexual harassment prevention education and information to respondent.
Faculty	Faculty	Formal	Age	Non-renewal.	No discrimination found.
Staff	Staff	Informal	Sexual harassment	Repeated requests for dates.	Provided sexual harassment prevention information and education to respondent.
Student	Staff	Formal	Disability, age	Nonaccommodation.	No discrimination found.
Faculty	Faculty	Informal	Sex	Unfair distribution of course load.	Assisted complainant in talking with respondent.
Staff	Staff	Informal	Retaliation	General harassment.	Assisted in resolving in department.
Staff	Staff	Formal	National origin	Unable to get position because of accent.	Discrimination found. Provided discrimination prevention information and education to respondent. Complainant hired in another position.
Staff	Staff	Informal	Race	Disparate treatment.	No prima facie case. Provided information and education to respondents.
Other	Department	EEOC	Age	Younger candidate hired for position.	Closed by EEOC. No discrimination found.
Staff	Staff	Formal	National origin, race	Inappropriate remarks of a racial nature.	No discrimination found.
Student	Student	Informal	Sexual harassment	Offensive advertisements.	Provided sexual harassment information and education to respondent.
Staff	Staff	Informal	Sexual harassment	Unwelcome attention following conclusion of consensual relationship.	Provided sexual harassment prevention information and education to respondent and complainant. Memo to supervisor for complainant's and respondent's files.

## 2006-2007 Sexual Harassment/Discrimination Cases

COMPLAINANT	RESPONDENT	COMPLAINT TYPE	BASIS OF COMPLAINT	ALLEGATIONS	STATUS
Staff	Staff	Informal	Age, retaliation	Not selected for second interview.	No prima facie case.
Staff	Staff	Informal	Retaliation	Inappropriate comments.	No follow-through by complainant.
Student	Other	Informal	Sexual harassment	Stalking.	Allegations unfounded.
Student	Student	Formal	Race, religion	Racial slurs, inappropriate comments.	Complaint withdrawn after respondent relocated.
Students	Student	Informal	Sexual harassment	Unwanted and inappropriate comments and actions.	Provided sexual harassment prevention information and education to respondent.
Other	Staff	Formal	Sexual harassment, sexual orientation	Inappropriate comments; touching.	No finding/insufficient evidence.
Other	Staff	EEOC	Race, retaliation	Discriminated against on basis of race; retaliated against for engaging in a protected activity.	Awaiting EEOC response.
Faculty	Staff	Informal	Race	Contract discontinued due to race.	Facilitated meeting to allow parties to work out their differences.
Student	Student	Informal	Race	Inappropriate racial remark led to departmental tensions.	Apology offered and accepted. Department to re-emphasize guidelines for decorum for both faculty and students.
Staff	Faculty/Staff	Informal	N/A	Harassment unrelated to discrimination.	Referred to Assistant Executive Vice Chancellor.
Staff	Staff	Informal	Religion	Proselytizing in the workplace.	Provided education and information regarding university nondiscrimination policy and freedom of speech and religion to respondent.
Students	Student	Informal	Sexual harassment	Inappropriate comments and behavior toward students in class.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	DFEH	Sex, age, disability	Constructively discharged because of the harassment.	Closed by DFEH. No discrimination.
Staff	Staff	Informal	Other*	Coworker in other department creating hostile environment.	No prima facie case. Referred back to department.
Student	Student	Informal	Sexual harassment	Inappropriate comments, behavior, possible quid pro quo.	Resolved in the department. Respondent was counseled by professor; apologized to complainant.
Staff	Staff	Informal	Race	Inappropriate racial remarks.	Provided discrimination prevention information and education to respondent.
Staff	Staff	Formal	Sexual harassment	Repeated requests for dates.	Discrimination found. Letter of reprimand sent to respondent.
Student	Student	Informal	Sexual harassment	Inappropriate and unwanted comments.	Unable to identify/locate respondent. Provided alternate schedule options for complainant.
Student	Student	Informal	Sexual harassment	Unwanted emails/instant messages.	No follow-through by complainant.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments and material.	Provided talking points/script for resolving within the department.
Staff	Other	Informal	Sexual harassment	Inappropriate comments and emails; request for dates.	No follow-through by complainant.
Student	Student	Informal	Sexual harassment	Offensive sexual comments.	Provided sexual harassment information and education to respondent.
Other	Staff	Informal	Race	Inappropriate comments.	Personnel Manager and Assistant Dean met with respondent. Provided discrimination education and information to respondent.
Faculty	Faculty	Formal	Sex, national origin, religion	Inappropriate demeanor and comments.	No discrimination found.
Staff	Staff	Whistleblower	Race	Differential treatment.	No discrimination found.

## 2006-2007 Sexual Harassment/Discrimination Cases

COMPLAINANT	RESPONDENT	COMPLAINT TYPE	BASIS OF COMPLAINT	ALLEGATIONS	STATUS
Students	Staff	Informal	National origin	Discriminatory application of university policies.	Facilitated meetings between parties to discuss.
Staff	Faculty	Informal	Other*	Unfair treatment by supervisor.	No prima facie case.
Staff	Other	Informal	Sexual harassment	Inappropriate comments and behavior.	Referred to VA hospital for resolution.
Faculty	Faculty	Informal	Disability	Disability not being accommodated.	Assisted in resolving in department.
Staff	Staff	Informal	Race	Inappropriate comments.	Provided discrimination prevention information and education to respondent.
Student	Staff	Formal	Sexual harassment	Sexually harassed and assaulted.	No OEOD jurisdiction; referred to UCIPD.
Other	Faculty	Formal	Other*	Inappropriately aggressive.	No discrimination found.
Faculty	Faculty	Informal	Sexual harassment	Inappropriate comments.	Complaint withdrawn.
Staff	Staff	Formal	Sexual harassment, consensual relations	Unwelcome advances; inappropriate relations.	Violation of Consensual Relations Policy and other departmental policies found. Respondent terminated.
Staff	Staff	Informal	Sexual harassment, slander	Inappropriate computer use.	Resolved in department.
Student	Faculty	Formal	Sexual harassment	Inappropriate comments, hugs, requests for dates.	No violation found.
Staff	Staff	DFEH	Medical condition, retaliation	Harassed and forced to quit due to nonaccommodation, impermissible non-job-related inquiry, denial of medical leave.	No follow-through by complainant.
Staff	Staff	Informal	Sexual harassment	Inappropriate touching.	Dean met with complainant and respondent; appropriate personnel/employment action taken.
Other	UCI; Other	Informal	Sexual harassment	Male living in female residence hall room.	No follow-through by complainant.
Other	Department	Informal	Age	Not hired because of age in spite of multiple applications.	Provided hiring information to complainant.
Staff	Staff	Informal	Race	Respondent's directory listing links to racist websites.	Resolved in department.
Student	Staff	Formal	Disability	Nonaccommodation.	No discrimination found.
Other	Staff	Whistleblower	Sex	Disparate treatment.	No finding of improper governmental activity.
Other	Staff	Informal	Race	Unfair application of policy.	Resolved in department; policies explained to complainant.
Student	Student	Informal	Sexual harassment	Harassment, stalking.	No follow-through by complainant.
Staff	Faculty	Informal	National origin	Harassing and threatening phone calls.	Referred to Vice Provost for informal resolution.
Student	Student	Informal	Sexual harassment	Consensual relationship issue.	No follow-through by complainant.
Staff	Faculty	Informal	Other*	Hostile workplace environment.	No follow-through by complainant.
Other	Faculty	Informal	Religion	Not hired because of name.	No violation found.
Other	Faculty	OCR	Disability	Nonaccommodation.	Closed by OCR. No discrimination.
Other	Department	Informal	Veteran status	Denied interview/hire.	No prima facie case.
Student	Students	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Informal	Sexual harassment	Inappropriate remarks.	No follow-through by complainant.
Student	Student	Informal	Sexual harassment	Unwelcome comments.	Handled in department. Information and education provided to respondents.
Staff/Faculty	Other	Informal	Other*	Harassing and threatening emails.	Resolved by UCIPD.

COMPLAINANT	RESPONDENT	COMPLAINT TYPE	BASIS OF COMPLAINT	ALLEGATIONS	STATUS
Staff	Staff	Informal	Race, national origin	Unfair treatment of minority staff.	Provided diversity training to department.
Faculty	Faculty	Formal	Age	Colleague made disparaging remark about complainant's age.	No prima facie case. Referred to Vice Provost.

*\*Other: Complaints that do not fall within the UC Nondiscrimination Policy.*

## **Appendix B**

# **Sexual Harassment/Discrimination Prevention Training**

## 2006-2007 Sexual Harassment/Discrimination Prevention Trainings

DATE	CAM PUS	SOM	UCI MC	OT HE R	PROGRAM TITLE	SCHOOL/ UNIT	DEPT	TOT AL	STA FF	FACU LTY	STU DEN TS	OTH ER
07/06/06	22				Sexual Harassment/ Discrimination Prevention	Student Affairs	COSMOS	22			22	
08/09/06	26				Sexual Harassment Prevention for Supervisors	UCI Campus	Various	26	12	8	6	
09/12/06	48				Sexual Harassment: Where to Go What to Know	Physical Sciences	Chemistry	48			48	
09/19/06	33				Sexual Harassment: Where to Go What to Know	Physical Sciences	Mathematics	33	1		32	
09/20/06	17				Sexual Harassment Prevention for Supervisors	Student Affairs	Counseling and Health Services	17	17			
09/21/06	33				Sexual Harassment Prevention	ICS	Computer Science	33			33	
10/24/06	22	9	1		Effective Supervision Program	Various	Various	32	32			
10/25/06	17				Sexual Harassment Prevention for Supervisors	Various	Various	17	9	3	5	
12/13/06	14				Sexual Harassment Prevention for Supervisors	Student Affairs	Bookstore	14				14
12/14/06	48				Sexual Harassment Prevention for Supervisors	Student Affairs	Student Health Center	48	48			
12/18/06				4	Sexual Harassment Prevention	Student Affairs	Bookstore	4				4
01/25/07	25				Sexual Harassment Prevention for Supervisors	Various	Various	25	24	1		
01/31/07	16				Sexual Harassment Prevention	Physical Sciences	Dean's Office	16	16			
03/21/07	15	3			Effective Supervision	Various	Various	18	18			
04/25/07	32				Sexual Harassment Prevention for Supervisors	UCI Supervisors	Various	32	31	1		
05/11/07	71				Sexual Harassment What to Know Where to Go	DUE		71			71	
06/06/07	22	1			Effective Supervision	Various	Various	23	23			
06/13/07	11			32	Sexual Harassment /Discrimination Prevention for Supervisors	Physical Sciences	Physical Sciences	43	11			32
06/18/07	7				Sexual Harassment Prevention	Student Affairs	TEACH - Center for Educational Partnerships	7	1		6	
06/21/07	50				Sexual Harassment Prevention	Student Affairs	Housing	50			50	
06/26/07	60				Sexual Harassment Prevention	Student Affairs	CAMP	60			60	

# **Appendix C**

## **Diversity Training**

## 2006-2007 Diversity Training

DATE	CAMPUS	SOM	UCIMC	OTHE R	PROGRAM TITLE	SCHOOL/ UNIT	DEPART- MENT	TO TA L	STA FF	FA CU LT Y	STUD ENTS	OTHE R
07/05/06	24				Summer Research Program	Graduate Studies	Graduate Studies	24	2		22	
07/06/06	25				COSMOS	Various	Various	25			25	
07/10/06			25		Workplace Diversity	UCIMC	OB/GYN	25	25			
07/12/06	9				Campus Diversity	Graduate Studies	Graduate Studies	9			9	
07/12/06			30		Workplace Diversity	UCIMC	OBGYN	30	30			
07/14/06			25		Workplace Diversity	UCIMC	OBGYN	25	25			
08/17/06	25				Campus Diversity	Student Affairs	Housing	25	25			
09/09/06	12				Leadership and Diversity	Diversity in Medicine Coordinators		12	2			10
09/29/06	25				Campus Workplace Diversity	Humanities	Dean's Office	25	23	2		
10/24/06	22	9	1		Effective Supervision Program	Various	Various	32	32			
10/26/06			80		Workplace Diversity	UCIMC	Diversity Committee	80	80			
10/30/06	23				Campus Diversity	Social Sciences	Political Sciences	23		1	22	
11/02/06	37				Workplace Diversity Training: Creating an Inclusive Community	ABS	Environmental Health & Safety	37	37			
11/29/06			18		Workplace Diversity	UCIMC	Pediatrics	18	18			
12/06/06	35				Workplace Diversity Training: Exploring Workplace Strategies	Administrative & Business Services	Environmental Health & Safety	35	35			
12/06/06			18		Workplace Diversity	UCIMC	Pediatrics	18	18			
01/10/07 (10 sessions)	90		5	5	Diversity in Medicine: Addressing Disparities in Healthcare	Various	Various	100	10		85	5
01/16/07	27				Campus Diversity	Business		27		1	26	
01/17/07 (10 sessions)	14	9	5	1	Diversity Development Program	Various	Various	29	28			1
01/25/07	25				Workplace Diversity	Business		25	25			
01/31/07	25				Gender Gap: Is There One?	Student Affairs	Administrative Intern Class	25	1		24	
03/07/07	12				Workplace Diversity	Student Affairs	Housing	12	12			
03/08/07	12				Workplace Diversity	Art		12	12			



## 2006-2007 Diversity Training

DATE	CAM PUS	SOM	UCI MC	OT HE R	PROGRAM TITLE	SCHOOL/ UNIT	DEPART- MENT	TO TA L	STA FF	FA CU LT Y	STU DE NTS	OT HE R
03/21/07	15	3			Effective Supervision	Various	18	18				
03/29/07	55				Workplace Diversity	Student Affairs	Student Health Center	55	55			
04/17/07	60				Workplace Diversity	SOM	Beckman Laser Institute	60	60			
04/18/07	7				Workplace Diversity	Student Affairs	Housing	7	7			
04/27/07	35				Workplace Diversity	Engineering	Chemical Engineering	35	32	3		
05/07/07	22				Campus Diversity	Social Sciences	Political Science	22		1	21	
05/10/07	20				Workplace Diversity	SOM	Epidemiology	20	20			
05/16/07	143				Ambassadors for Diversity	Student Affairs	SPOP	143	1		142	
05/17/07	20				Workplace Diversity	SOM	Epidemiology	20	20			
05/30/07			20		Workplace Diversity	UCIMC	Neurodevelopme nt Center	20	20			
06/06/07	23				Effective Supervision	Various	Various	23	23			
06/18/07	7				Diversity	Student Affairs	TEACH – Center for Educational Partnership	7	1		6	
06/27/07	12				Workplace Diversity	Graduate Division	Summer Undergraduate Program	12	1		11	