

UCIRVINE

Office of Equal Opportunity and Diversity

COMMITTED TO EXCELLENCE
THROUGH DIVERSITY

Annual Report

2010-2011

The logo for the Office of Equal Opportunity and Diversity (OFOD) is a white semi-circle at the bottom center of the page. Inside the semi-circle, the letters "OFOD" are written in a bold, blue, sans-serif font. The background of the page features a sunburst design with white lines radiating from the semi-circle, set against a light blue and yellow gradient background.

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 and other employment 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.

Questions about this report can be directed to:

Office of Equal Opportunity and Diversity
103 Multipurpose Science and Technology Building
Irvine, CA 92697-1130

Tel: 949-824-5594
Fax: 949-824-2112

E-mail: oeod@uci.edu

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

Table of Contents

OEOD 2010-2011 HIGHLIGHTS	4
COMPLAINT RESOLUTION	6
TRAINING AND EDUCATIONAL PROGRAMS	8
AFFIRMATIVE ACTION PROGRAMS.....	10
APPENDICES:	
➤ Appendix A: Sexual Harassment/Discrimination Cases	
➤ Appendix B: Training and Educational Programs	
➤ Appendix C: Career Staff Utilization Analysis and Placement Goals**	
➤ Appendix D: Academic Utilization Analysis and Placement Goals*	

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

2010-2011 Highlights

OEOD Pilots Workplace Spanish for Supervisors Program

In April 2011, the Office of Equal Opportunity and Diversity piloted a Workplace Spanish for Supervisors program that developed some basic Spanish language and cultural skills in non-



Spanish speakers who work at UC Irvine. The program was well received, leading to a second program specifically for healthcare providers that launched in May 2011 at the UCI Medical Center. The program was modeled after one at UCLA. The goal of the program was to increase communication and understanding between non-Spanish speaking supervisors and limited English proficient employees who speak Spanish. The expected result was that better communication would lead to a decrease in the number of complaints of discrimination and sexual harassment generated from those units. The program was funded through the Be Smart About Safety initiative.

EL RESPETO: Sexual Harassment Prevention in Spanish

With the support of Be Smart About Safety funds, OEOD offered a sexual harassment prevention workshop in Spanish. Utilizing a Spanish-language video on respect and sexual harassment law, the workshop presenters facilitated discussion and outlined examples of behaviors that could constitute sexual harassment and violate the UC sexual harassment policy. Staff from Middle Earth Housing participated in the workshop. Three UCI students interned with OEOD and interpreted for non-Spanish speakers who attended the workshop.



Campus Conversations: Mendez v. Westminster



UCI welcomed civil rights activist and 2010 Medal of Freedom honoree Sylvia Mendez to UCI on April 26, 2011, as part of the Campus Conversations series hosted by OEOD. Ms. Mendez is the oldest daughter of Gonzalo and Felicitas Mendez, plaintiffs in the landmark Mendez v. Westminster School District (1947) case that paved the way for Brown v. Board of Education (1954) and ended school segregation in California. Ms. Mendez spoke about the case and the role of race in education. Additional speakers for the 2010-11 Campus Conversations series included Chancellor Michael Drake (“Diversity in Tough Budget Times”) and Professor of Law Mario Barnes (“Post-Race or Post-Equality: The Modern Trend in Anti-Discrimination Jurisprudence”).

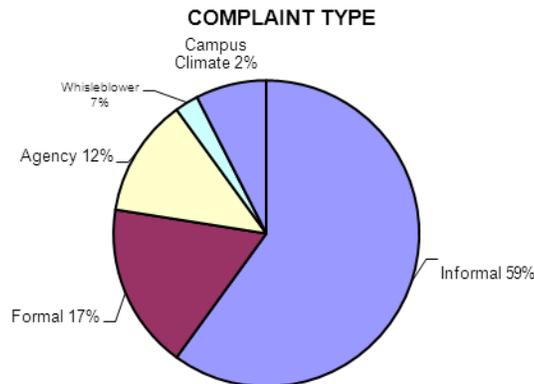
Complaint Resolution

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 and sexual harassment. To this end, OEOD receives, investigates and works toward resolution of complaints of discrimination and sexual harassment.

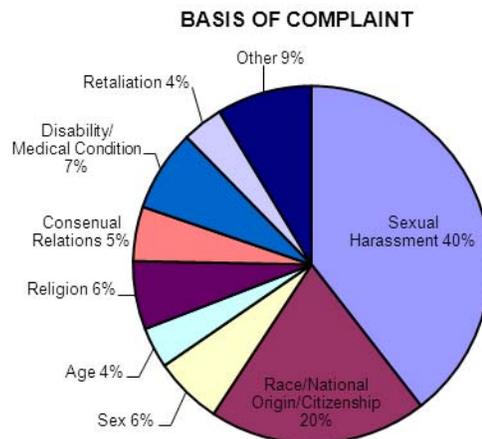
Sexual harassment and discrimination complaints received by OEOD can be

- **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 (DFEH), the U.S. Equal Employment Opportunity Commission (EEOC), or the U.S. Office of Civil Rights (OCR)).

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



During the 2010-2011 year, the OEOD received **81 complaints** of discrimination or sexual harassment and more than **120 inquiries**. As has generally been the case, most of these complaints are informal complaints where a member of the UCI community has sought assistance in resolving a matter without investigation. The most frequent complaint continues to be sexual harassment.

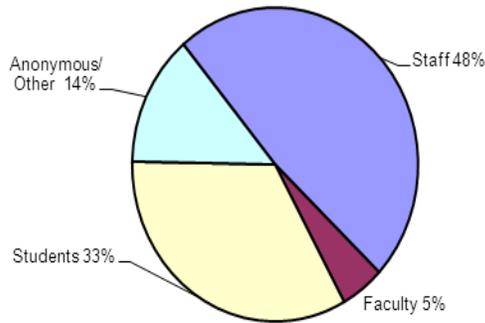


* Includes conflict of interest complaints due to near relative and consensual relations.

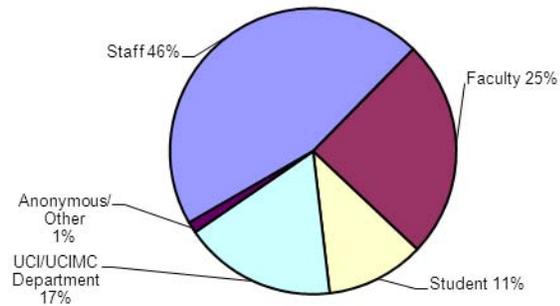
Nearly half of all complaints (48%) were brought by staff. Complaints brought by students account for 33% of the complaints received. Faculty complaints totaled approximately of 5%. Complaints from other sources (anonymous, applicants, vendors, patients, etc.) account for the remaining 14%.

Staff also accounted for nearly half (46%) of the respondents, faculty were 25% of the respondents and students were 11%. In some cases, complaints were brought against a department, the university, or an outside source (alumni, vendor, volunteer, etc.).

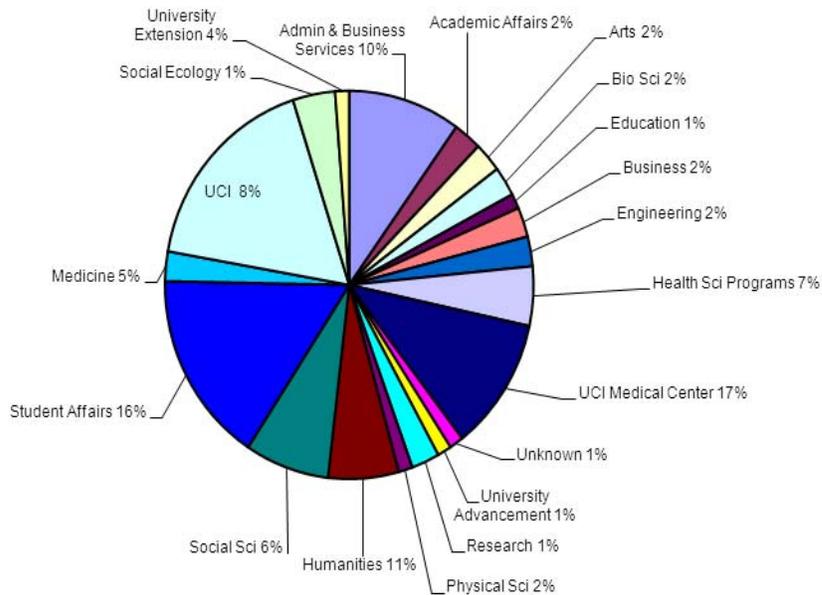
COMPLAINTS BROUGHT BY:



COMPLAINTS BROUGHT AGAINST:



RESPONDENT'S SCHOOL/UNIT



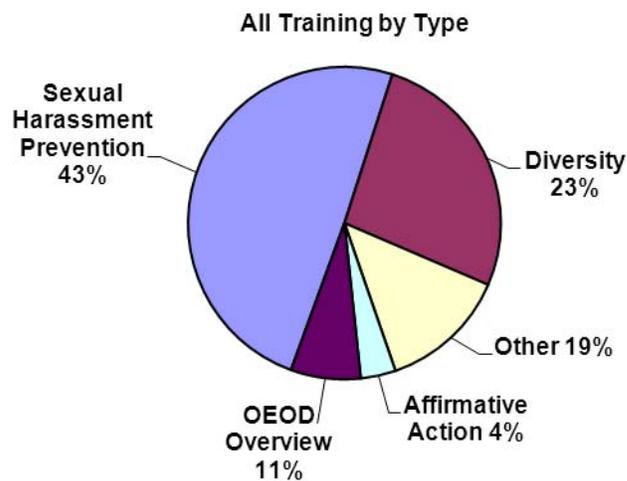
Distribution of complaints by school or unit and related statistics are addressed individually and separate from this report to assess progress and pinpoint issues of focus.

See Appendix A for descriptions of complaints.

Training and Educational Programs

Training programs are proactive and preventative tools used to assist the university's compliance with sexual harassment and discrimination prevention laws and policies. They also are 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 conducted **47 workshops and training programs**, reaching an audience of close to **1,900** throughout the campus and the medical center. The chart below shows the types of programs OEOD provided during the 2010-2011 year.



In addition to our three annual diversity series, *Diversity in Medicine*, *Diversity Development Program*, and *Campus Conversations Series*, OEOD offered *UCI-OPT*, geared toward departments with large limited-English proficient staff, to two large units on campus. OEOD also piloted a Workplace Spanish for Supervisors course on the campus and at the medical center. OEOD also coordinated the Religious Diversity Forum.

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 faculty (except emeriti, volunteers, postdoctoral scholars and student academic appointments).

The online sexual harassment prevention training for non-supervisory employees, teaching assistants, and students, offered through New Media Learning, reached **401** individuals in 2010-2011.

Specific programs are listed in Appendix B.

The table and chart below illustrate each unit's compliance with California law AB1825 as of June 30, 2011. With a 93% compliance rate, UCI continues to surpass the system-wide compliance average of 84%.

AB1825 Compliance

School/Unit	Total	Completed	Overdue	Percentage Completed
Administrative & Business Services	178	163	9	95%
Library	70	60	7	90%
Office of Academic Affairs*	51	47	1	100%
Office of Information Technology	94	88	5	95%
University Advancement	86	72	1	99%
Chancellor's Office**	139	115	18	87%
Medical Center	394	373	7	98%
School of Medicine	917	876	23	97%
Student Affairs	212	184	13	91%
Office of Research	91	80	8	91%
Arts	121	99	17	86%
Biological Sciences	137	125	5	96%
Information & Computer Sciences	91	78	11	88%
Business	140	105	23	84%
Health Sciences	49	38	7	86%
Social Sciences	187	163	18	90%
University Extension	37	32	2	95%
Law	40	33	4	90%
Social Ecology	83	79	3	96%
Engineering	148	117	16	89%
Education	97	81	14	86%
Physical Sciences	189	171	12	94%
Humanities	267	242	19	93%
TOTAL	3,826	3,429	232	93%

* Includes OEOD, Ombuds, Graduate Division, and Division of Undergraduate Education.

** Includes Athletics, Communications, and Planning and Budget.

Affirmative Action Programs

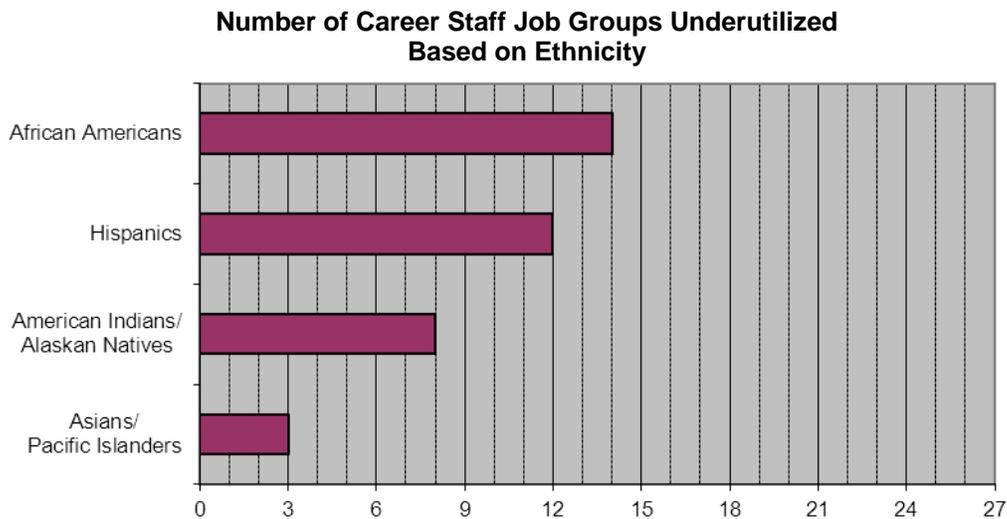
As a federal contractor, UCI must take affirmative action to promote the full realization of equal opportunity for women, minorities, covered veterans and individuals with disabilities, and maintain a written affirmative action plan.

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 2010-2011, of the 27 career **staff** job groups, women were identified as underutilized in 13 job groups and minorities as a whole in five. A more detailed analysis by ethnicity shows the following:

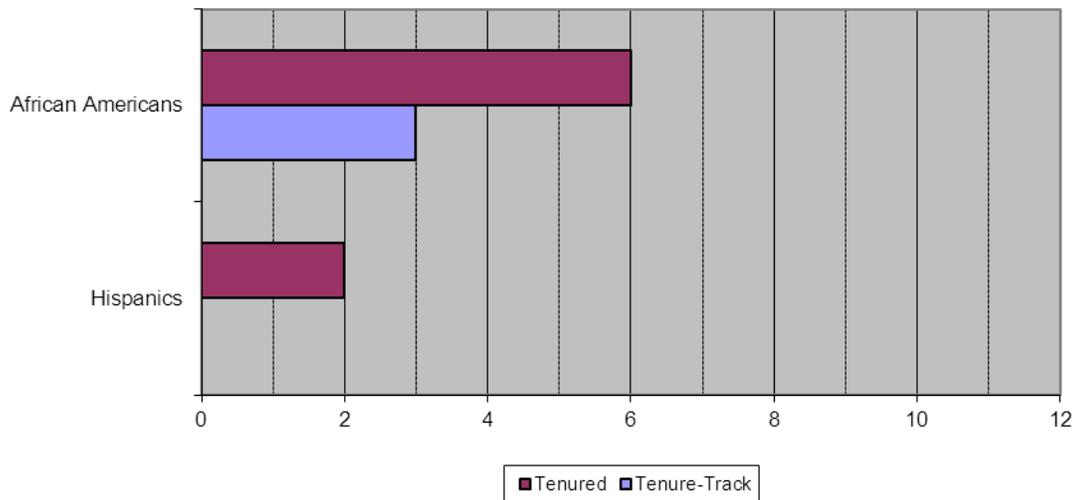


See Appendix C ¹ for detailed career staff areas of underutilization and placement goals.

¹ Available in the Office of Equal Opportunity and Diversity during regular business hours.

In 2010-2011, in the **faculty** ranks, women and African American faculty were underutilized overall in the tenured ranks at UC Irvine. African American faculty were underutilized at the tenure-track level as well. When reviewing the statistics at the school level, women were underutilized in ten of the 13 academic divisions² at the tenured level and in three academic divisions at the tenure-track level. In addition, underutilization by race/ethnicity was identified in several units.

Number of Academic Units with Underutilized Ladder Rank Faculty Based on Ethnicity³



Underutilization was also identified for women and minorities in non-regular-rank academic job groups. See Appendix D⁴ for detailed academic areas of underutilization and placement goals.

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:

- Contracted with *Inside Higher Ed* for unlimited job postings to its website and automatic posting of all academic recruitments to InsideHigherEd.com.
- Posted all academic recruitments to the Southern California Higher Education Consortium website (SoCalHERC.org) 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.
- Posted availability statistics for academic and staff job groups on the OEOD website.

² 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. The Department of Education is included as its own academic unit.

³ American Indians/Alaskan Natives and Asian/Pacific Islanders were not identified as underutilized within the ladder faculty ranks in any of the academic units.

⁴ Available in the Office of Equal Opportunity and Diversity during regular business hours.

Appendix A

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Staff	Department	Agency	Retaliation, race	disciplined for reporting inappropriate remarks made by co-worker	Pending.
Staff	Staff	Agency	Race, retaliation	inappropriate racial remarks	Pending.
Staff	Staff	Formal	Disability, medical condition, sexual orientation	refused to engage in interactive process, medically separated	No violation of policy found.
Staff	Staff	Agency	Disability	nonaccommodation	Pending.
Students	Faculty	Informal	Sexual harassment	inappropriate comments; inappropriate relationship	No follow-through by Complainants.
Faculty	Faculty/Student	Informal	Consensual relations	inappropriate relationship	Provided information and education to Respondents regarding APM 015 and the policy on conflicts of interest created by consensual relations.
Unknown	Staff	Whistleblower	Race	differential treatment	No violation of policy found.
Other	Students	Informal	Sexual harassment	inappropriate behavior	No follow through by Complainant. Provided Respondents with information about allegations.
Student	Faculty	Informal	Gender	inappropriate comments	Department followed up w/Complainant, who reported the conduct had stopped.
Staff	UCI	Agency	Disability	inappropriate termination	No violation found.
Staff	Staff	Formal	Race	differential treatment	No violation of policy found.
Student	Faculty	Informal	Sexual harassment	verbal seduction, lingering stares	Both parties provided information on the sexual harassment policy.
Staff	UCI	Agency	Race	negative evaluation	Pending.
Staff	Faculty	Informal	Sexual harassment	inappropriate behavior	Respondent instructed not to have contact w/Complainant.
Staff	Staff	Informal	Sexual harassment	unwelcome environment	Provided information and education to Respondents. Provided diversity training to department.
Staff	Student	Informal	Sexual harassment	unwelcome attention, requests for date	Provided information and education to Respondent.
Staff	Staff	Formal	Sexual harassment	inappropriate touching and comments	Violation of policy found. Respondent received 5-day suspension.
Staff	Staff	Informal	Sexual harassment	hostile environment	Referred to Human Resources and supervisor for management issue.
Staff	UCI	Agency	Race, age	denied equity increase	No violation found.
Staff	Staff	Agency	Age	inappropriate separation	No violation found.
Student	Department	Informal	Gender	insensitive program	Provided information to Respondent. Respondent changing program.
Staff	Staff	Informal	Religion	inappropriate comments	Provided information to Respondent.
Student	Department	Informal	Religion	Inappropriately denied admission	Department admitted student.
Staff	Staff/Other	Formal	Age	unfair and hostile environment	Complainant withdrew complaint. Matter referred to Human Resources.
Unknown	Staff/Faculty	Whistleblower	N/A	failed to take appropriate action when notified about hostile environment, sexual harassment, discrimination, threats of violence, improper relationship	No violation of policy found.
Staff	Staff	Formal	Sexual harassment	inappropriate touching	No violation of policy found.
Other	Faculty	Informal	Sexual harassment	improper sexual advances	Provided information to parties.
Staff	Staff	Informal	N/A	bullying	Referred to Respondent's supervisor.
Staff	Staff	Informal	Sexual orientation, race	inappropriate comments	Referred to Human Resources for management issues.
Staff	Staff	Formal	Race	offensive voicemail	Violation of policy found. Respondent issued a written warning.

Appendix A

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Other	Faculty	Informal	Sexual harassment	inappropriate touching	Provided information to Respondent.
Other	UCI	Agency	Race	unfair hiring practice	No violation found.
Student	Department	Informal	N/A	unfair treatment	Assisted resolution by department.
Student	Faculty	Informal	Race	inappropriate jokes/comments	Provided information to Respondent.
Student	Staff	Informal	Citizenship	rescinded job offer	Reviewed policy and practice with Complainant.
Student	Staff	Informal	Sexual harassment	unwelcome innuendo, repeated requests for dates	Provided information and education to Respondent.
Other	Student	Informal	Sexual harassment	harassment, stalking	Referred to consultation team and UCI Police Department.
Staff	Faculty	Informal	Religion	inappropriate email	Provided information and education to Respondent.
Staff	Staff	Whistleblower	EEO	hired without recruitment, unfair promotion practices	Violation of recruitment policy found; no violation of whistleblower policy found.
Staff	Staff	Informal	Sexual harassment	inappropriate language and touching	Provided education and information to Respondents.
Student	Students	Informal	Race	offensive marketing material	Facilitated educational discussion between parties, apology from Respondents, and additional training for Respondents.
Staff/Faculty	Faculty	Informal	Sexual harassment	inappropriate email to campus	Provided information to Complainants and Respondent.
Student	Student	Informal	Sexual harassment	inappropriate text messages	Referred Complainant to UCI Police Department. Worked with department to ensure no retaliation.
Staff	UCI	Informal	Race	denied position	Provided information to Complainant.
Staff	Department	Formal	Race, national origin, retaliation	disparate treatment	No violation of policy found.
Staff	Staff	Formal	Sexual harassment, retaliation	inappropriate comments	No violation of policy found.
Staff	Staff	Formal	Race	denied reclassification	No violation of policy found.
Students	Staff	Formal	Sexual harassment	inappropriate behavior, comments and touching	Violation of policy found. Respondent terminated.
Student	Student	Informal	Race	hate speech	No follow-through by Complainant. Department disciplined Respondent for physical conduct.
Student	Staff	Informal	Sexual harassment	inappropriate hugs	No follow-through by Complainant. Respondent resigned.
Faculty	Faculty	Informal	Age, religion	harassment; discrimination	No follow-through by Complainant.
Student	Student	Formal	Consensual relationship	inappropriate consensual relationship	Violation of policy found. Provided education and information to Respondent. Respondent no longer employed by department.
Staff	Staff	Informal	Sexual harassment	hostile environment due to gossip	Sexual Harassment Officer initiated formal complaint.
Staff	Staff	Informal	Sexual harassment	inappropriate touching, lifting of blouse	Complainants denied making accusations against Respondent.
Faculty	Faculty	Informal	Gender, pregnancy	inappropriate comments	No follow-through by Complainant.
Faculty	Department	Whistleblower	EEO	nepotism in hiring	No violation of policy found.
Staff	Staff	Informal	Sexual harassment	gossiping; rumors about extra-marital affair	No follow-through by Complainant.
Staff	Staff	Informal	EEO	unfair hiring; no recruitment	No follow-through by Complainant. Verified recruitment conducted.
Staff	Staff	Formal	Sexual harassment	hostile environment	No violation of policy found.
Staff	Staff	Informal	National origin, color	unfair treatment and comments	No follow-through by Complainant.
Staff	Staff	Whistleblower	Retaliation	nonaccommodation in retaliation for reporting patient safety issues	No violation of policy found.

Appendix A

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Student	Staff	Informal	Race	racial stereotyping, chicken and waffles served on Martin Luther King Day	Department provided training to staff. Student Affairs working on issue with student organization.
Student	Faculty	Informal	Sexual harassment	inappropriate comments	Provided education and information to Respondent.
Staff	Faculty	Informal	Sexual harassment	inappropriate touching, inappropriate looks/stares, requests for lunch	Provided education and information to Respondent.
Student	Faculty	Informal	Sexual harassment	inappropriate touching and comments	Provided education and information to Respondent.
Student	Student	Informal	Sexual harassment	sexual assault	No follow-through by Complainant.
Student	Department	Campus Climate	Disability	nonaccommodation	Complainant resolved issue independently.
Student	Other	Formal	Religion	slander	No prima facie case.
Staff	Staff	Agency	Disability	lack of accommodation, denial of family medical leave	Pending.
Student	Faculty	Informal	Sexual harassment	inappropriate touching and comments	Provided education and information to Respondent. Facilitated alternative arrangement for Complainant.
Student	Student	Formal	Gender, sexual harassment, retaliation	female students given more work, face hostile environment	Violation of sexual harassment policy found. Supervisory duties removed and additional education required. No violation of discrimination or retaliation policies found.
Student	Faculty	Pending	Sexual harassment	inappropriate touching and exam content	Pending.
Staff	Staff	Informal	Gender	salary inequity	Reviewed department equity data with Complainant.
Unknown	Faculty	Whistleblower	Sexual harassment, gender, race	bullying	No violation of policy found.
Student	Staff	Informal	Sexual harassment	inappropriate touching	No follow-through by Complainant. Provided information and education to Respondent.
Unknown	Faculty	Informal	APM 015, sexual harassment	dating students and inappropriate conduct	Provided information and education to Respondent.
Staff	UCI	Agency	Retaliation	hostile environment, constructive discharge	No investigation. Issued immediate right to sue per Complainant's request.
Student	Department	Campus Climate	Socioeconomic status, sexual orientation	unfair treatment and inappropriate comments	No prima facie case. Reviewed allegation with Complainant.
Student	Staff	Informal	Disability	nonaccommodation	No prima facie case. Complainant engaged in interactive process.
Unknown	Faculty/Staff	Informal	Consensual relationship	inappropriate consensual relationship	Provided policy information to Respondents.
Unknown	Staff	Informal	Consensual relationship	inappropriate consensual relationship	Provided education and information to Respondents.

Appendix B

TRAINING AND EDUCATIONAL PROGRAMS

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Administrative & Business Services	Facilities Management	Diversity & Intercultural Communication	45	45			
	Police	Sexual Harassment Prevention	24	2		22	
	Police	Conflict Resolution & Team Building	14	14			
	Facilities Management	Orientation & Professional Training Program (10 sessions)	28	26		2	
Chancellor	Athletics	AB 1825 Sexual Harassment Prevention	12	12			
	Athletics	Title IX - The Fine Art of Good Sportsmanship	19	1		18	
Engineering	Engineering	Sexual Harassment Prevention	41			41	
Information & Computer Sciences	Computer Science	Sexual Harassment Prevention	45			45	
Medical Center	Nursing	Cultural Diversity & Healthcare	15	15			
	Interpreter Services	Workplace Diversity Communication	11	11			
	Neuropsychiatry	Workplace Diversity Multitasking	25	25			
School of Medicine	School of Medicine	Sexual Harassment Prevention	95			95	
Physical Sciences	Chemistry	Sexual Harassment Prevention	40			40	
	Physics & Astronomy	Sexual Harassment Prevention	28			28	
	Mathematics	Sexual Harassment Prevention	73			73	
Research	University Laboratory Animal Resources (ULAR)	Diversity & Intercultural Communication	28	28			
	iMind Research Unit	Workplace Diversity	25	24	1		
School of Humanities	Humanities	AB 1825 Sexual Harassment Prevention	8	4	4		
Social Sciences	Social Sciences	Sexual Harassment Prevention	40			40	
Student Affairs	Dean of Students	Diversity and Cross-Cultural Communication	70			70	
	Dean of Students	Gender Gap: Is There One?	25			25	
	Housing	Our Student Population at UCI	14	14			
	Housing	Our Student Population at UCI & Sexual Harassment Prevention	200			200	
	Student Health Center	AB 1825 Sexual Harassment Prevention	64	64			
	Center for Educational Partnerships (CEP)	Sexual Harassment Prevention	76	10		66	
	Housing	Sexual Harassment Prevention in Spanish	25	25			
	Housing	Orientation & Professional Training Program (10 sessions)	33	30		3	
	Center for Educational Partnership (CEP)	Workplace Diversity	48	48			
UCI	Effective Supervision Program	EEO Your Role as a Supervisor	21	21			
	Effective Supervision Program	EEO Your Role as a Supervisor	12	12			
	Effective Supervision Program	EEO Your Role as a Supervisor	7	7			

Appendix B

TRAINING AND EDUCATIONAL PROGRAMS

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
UCI	Multiple Departments	Annual Religious Diversity Forum: Comparative Religions	39	3	6	30	
	Student Organization	Global Diversity	22			22	
	Multiple Departments	Diversity in Medicine (10 sessions)	112	5	2	105	
	Multiple Departments	Campus Conversation: Diversity in Tough Budget Times	75	60	2	13	
	Multiple Departments	Campus Conversations: Mendez vs. Westminster and the Role of Race in Education	85	30		55	
	Multiple Departments	Campus Conversations: Post-Race or Post-Equality? The Modern Trend in Anti-Discrimination Jurisprudence	18	16	2		
	Multiple Departments	Workplace Spanish For Health Care Professionals (7 of 12 sessions)	28	27	1		
	Multiple Departments	Workplace Spanish for Supervisors (12 sessions)	30	29	1		
	Multiple Departments	Diversity Development Program (10 sessions)	26	25	1		
	Multiple Departments	AB 1825 Sexual Harassment Prevention	12	9	3		
	Multiple Departments	AB 1825 Sexual Harassment Prevention	6	2	4		
	Multiple Departments	AB 1825 Life Theatre - Sexual Harassment Prevention	65	54	10	1	
	Multiple Departments	AB 1825 Life Theatre - Sexual Harassment Prevention	90	74	16		
	Student Organization	Communicating Across Cultures	18			18	
	Multiple Departments	Brownbag: Intergenerational Issues at the Workplace	23	20		3	
	Multiple Departments	Sexual Harassment Prevention	11			11	

Appendices C & D

Due to the large number of pages and the small cell sizes of some data fields provided in Appendices C and D, these tables are available for review in the Office of Equal Opportunity and Diversity during regular business hours.