

**UCIrvine**

**Office of  
Equal Opportunity and Diversity**

**Annual Report**

**2003-2004**

**4500 Berkeley Place  
Irvine, CA 92697-1130  
949-824-5594  
949-824-7593 TDD  
949-824-2112 FAX  
[www.eod.uci.edu](http://www.eod.uci.edu)**



*Committed to Excellence through Diversity*

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**Office of  
Equal Opportunity and Diversity  
Annual Report  
2003-2004**

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## 2003-2004

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The Office of Equal Opportunity and Diversity (OEOD) is responsible for coordinating the University's compliance with 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 compliance with 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.

The following report outlines the services OEOD provides to the UCI community and highlights progress made in implementing our mission during the 2003-2004 academic year.

Each school and/or coordinating unit receives a customized report specific to their unit, with recommendations to assist in planning for the next fiscal year.

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## Highlights 2003-2004

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### **Diversity Outreach**

OEOD continues to support and promote diversity programming and planning across campus. To that end, we partnered with a variety of organizations to provide funding, publicity and staffing for endeavors such as:

- Academic & Professional Women: Second Annual Women's Conference.
- Black Leadership & Advancement Coalition: Night of the Stars . . . A Tribute to Leadership and Achievement program.
- Center for Women & Men: Speaker and media expert Jennifer Pozner "Condoleezza Rice is a Size Six . . . and Other Things I Learned From the News."
- Cross-Cultural Center: Book-a-Faire featuring author Helena M. Viramontes.
- LGBT Resource Center: "Understanding Lesbian, Gay, Bisexual, & Transgender Campus Issues" Workshop.
- Small Business Program: Business Opportunity Day SPOTLITE 2004.

### **Conflict Escalation Prevention Team**

OEOD, in collaboration with the Dean of Students Judicial Affairs Office and the Ombudsman Office developed the Conflict Escalation Prevention Team (CEPT), a university affairs course designed to assist student groups in conflict resolution from a peer perspective.

### **Sexual Harassment Advisors Update**

This annual meeting included an overview and update of policy, news regarding UC's pending sexual harassment policy and consensual relationship policy, and case study exercises.

### **New Presentations**

In addition to the established Sexual Harassment Prevention and Diversity programs, the OEOD team created several new presentations:

- PC: Moving from Politically Correct to Positive Culture
- Committed to Excellence through Diversity
- Appropriate & Inappropriate Interview Questions: Beware & Be Aware
- Diversity: A Tale of Two Animals
- Managing Difficult Conversations

### **Website**

We updated our website, adding several new features, including:

- Calendar of diversity-related events at UCI
- Listing of diversity-related conferences

**Exit Interviews**

While managing the staff and academic exit interviews during this fiscal year, OEOD met with Human Resources to review, research and improve the exit interview procedure for staff. The staff exit interviews have been transitioned to Human Resources, with a new third-party web-based process scheduled to begin Fall 2004. In addition, OEOD, Academic Personnel, and ADVANCE piloted a new exit interview process for regular-rank faculty. OEOD continues to administer the existing academic exit interview process during this pilot phase.

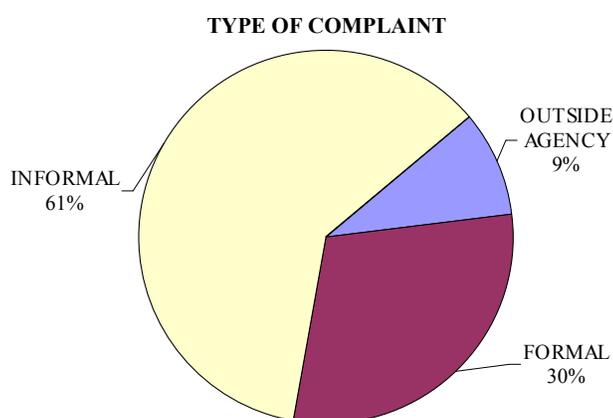
**Southern California Higher Education Recruitment Consortium**

A new resource for posting UCI job openings was developed this year by a consortium of higher education institutions in Southern California. The Southern California Higher Education Recruitment Consortium (SoCal HERC) hosts an online job posting site for member institutions. SoCal HERC is being utilized to support faculty and staff recruitment by providing a resource for career partner employment opportunities. OEOD posts academic positions on the website while Human Resources posts staff positions. The site can be accessed at [www.socalherc.org](http://www.socalherc.org).

# Complaint Resolution

The University of California, Irvine is committed to creating and maintaining a community in which all persons who participate in University programs and activities can work and learn together in an atmosphere free of discrimination, exploitation, or intimidation, including sexual harassment. To this end, the OEO receives, investigates, and works toward resolution of complaints regarding sexual harassment and discrimination.

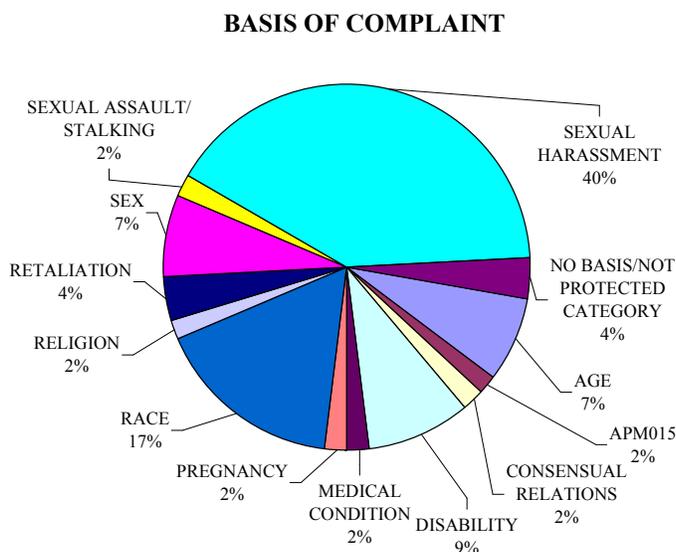
Sexual harassment and discrimination complaints received by the OEO can be



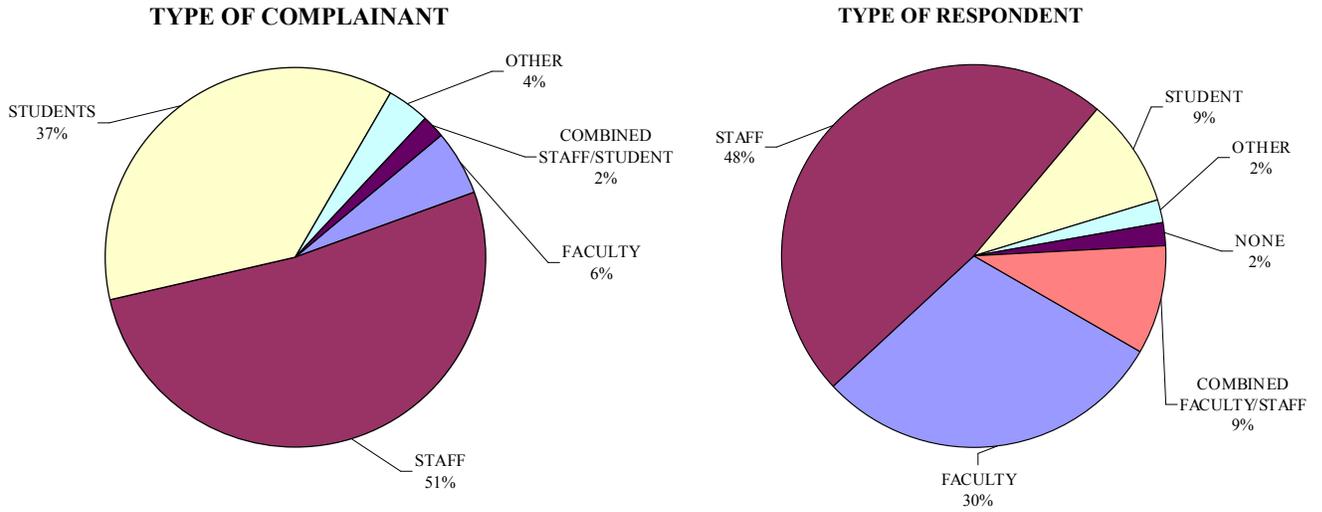
- **formal** (filed in writing and requiring investigation),
- **informal** (no investigation requested, but involving complaint resolution action),
- **outside agency** (brought by the California Department of Fair Employment and Housing, the U.S. Equal Employment Opportunity Commission, or the U.S.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

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

The OEO received 54 complaints of discrimination or sexual harassment and more than 65 inquiries during 2003-2004. More than one third (40%) of the complaints brought to OEO involved sexual harassment. Complaints related to discrimination based on race totaled 17%, and complaints related to discrimination based on disability accounted for 9% of cases. Complaints specifying sex discrimination and age discrimination each comprised 7%.

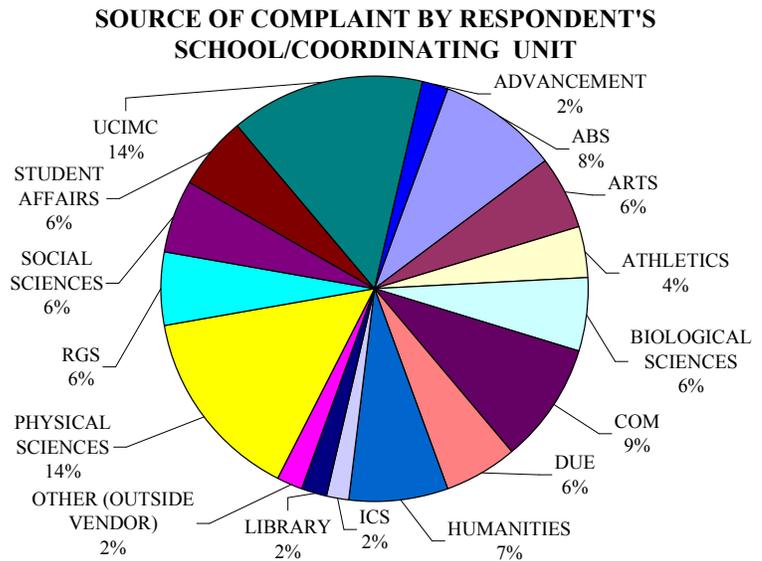


Complaints brought by students increased from 23% to 37%. Complaints brought by staff decreased from 59% to 51%. Complaints brought against faculty increased from 25% to 30%, and complaints brought against staff decreased from 61% to 48%.



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

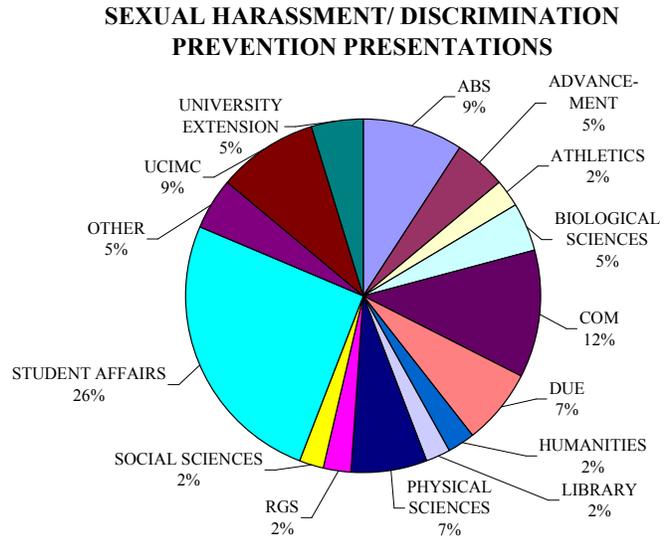
See Appendix A for descriptions of complaints.



# Training and Educational Programs

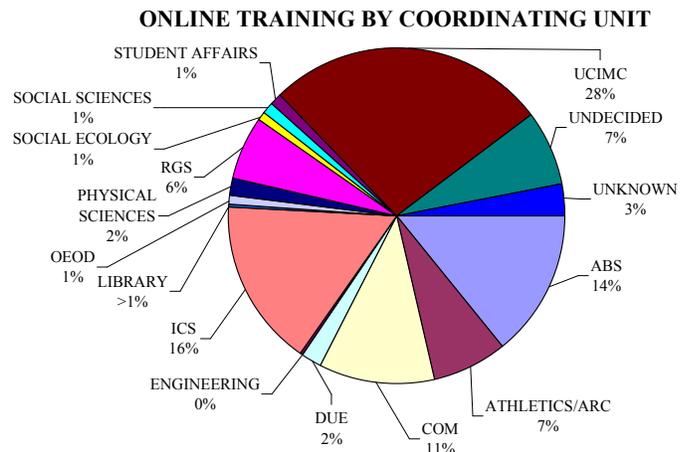
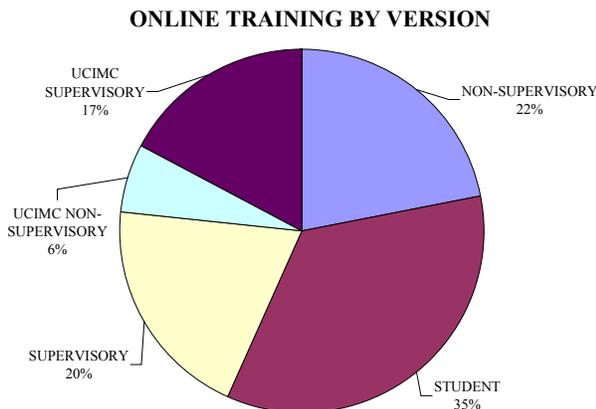
Training programs are a proactive and preventative component used to assist the university's compliance with sexual harassment and discrimination prevention laws and policies. They also serve as a tool in response to discrimination and harassment complaints. OEOD training programs focus on an array of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

During 2003-2004, the OEOD conducted 43 sexual harassment/discrimination prevention programs, reaching an audience of more than 1600 throughout the campus and the medical center. Specific programs are indicated in the chart in Appendix B.

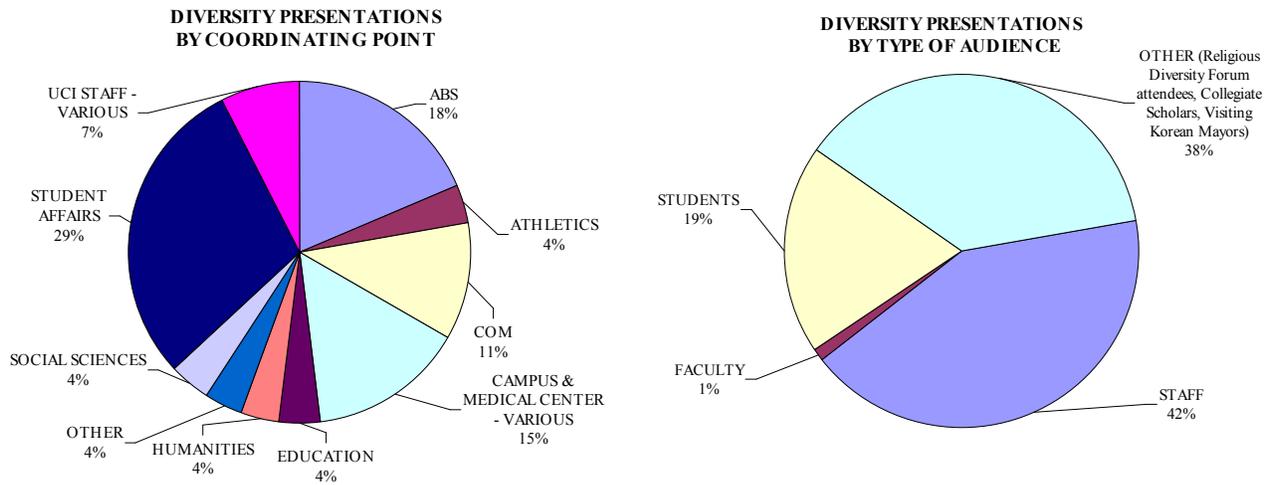


The Student Affairs unit received the largest number of presentations. The charts on this page illustrate the distribution of sexual harassment/discrimination prevention trainings provided by coordinating unit and type of audience. It is recommended that departments receive sexual harassment training at least once every two years.

In addition to the workshops and programs presented by OEOD staff, an online Sexual Harassment Prevention program is available through the OEOD website. A total of 256 individuals completed on-line training.



Thirty-two diversity-related trainings were provided to the campus and the medical center in 2003-2004. (See Appendix C.) The OEOD also coordinated several major events and series, including the Diversity in Medicine course, the Diversity Development Program, and the Religious Diversity Forum. The following two charts indicate the distribution of diversity-related programs by coordinating point and by type of audience.



In addition to the above UCI-related diversity trainings, OEOD continues to build bridges with a number of groups and organizations in the greater community. Presentations and/or participation included:

- *Educating the Community/Asian Diversity* for the Orange County NAACP
- *Workplace Culture of Today* for the Los Angeles Unified School District Conference
- *Asian Student Diversity* for the National Association for Education and Advancement of Cambodian, Laotian and Vietnamese Americans
- *Asian Americans on US Campuses* for the National Association of Foreign Student Advisers (NAFSA)
- *Building an Inclusive Community* for the Archdiocese of Los Angeles
- *Conflict Across Cultures* for the Mediation Program at UCLA.

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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 defined as having fewer minorities or women in a particular job group than would reasonably be expected by their availability. This analysis is conducted for active career staff and academic staff excluding student titles, temporary lecturers, and postgraduate researchers.

In 2003-04, women were identified as underutilized in five of the 26 career staff job groups, all of the 11 academic divisions, including nine in the tenured/tenure-track faculty ranks, and one of the five campuswide academic job groups. Minorities as a whole were underrepresented in two career staff job groups and four of the academic divisions, including two in the tenured faculty ranks. A more detailed analysis by ethnicity shows the following:

- African Americans were underutilized in 13 career staff job groups and four of the academic divisions, including four in the tenured ranks, and two campuswide academic job groups.
- Hispanics were underutilized in four career staff job groups, three of the academic divisions, including two in the tenured ranks, and one campuswide academic job group.
- Asians/Pacific Islanders were underutilized in two of the academic divisions, including one in the tenured ranks.
- American Indians/Alaskan Natives were underutilized in one career staff job group.

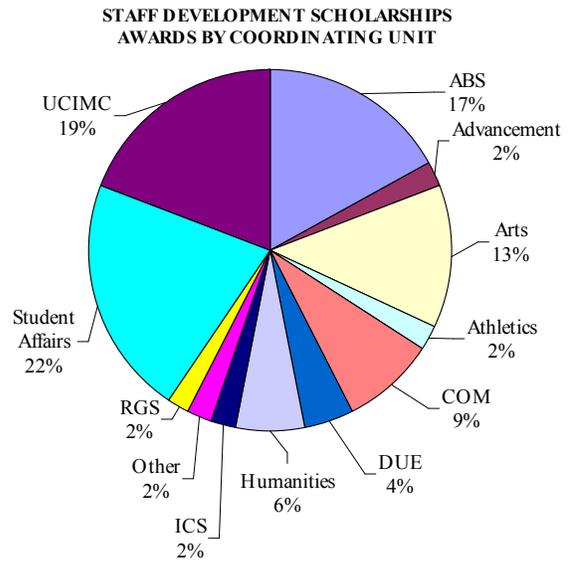
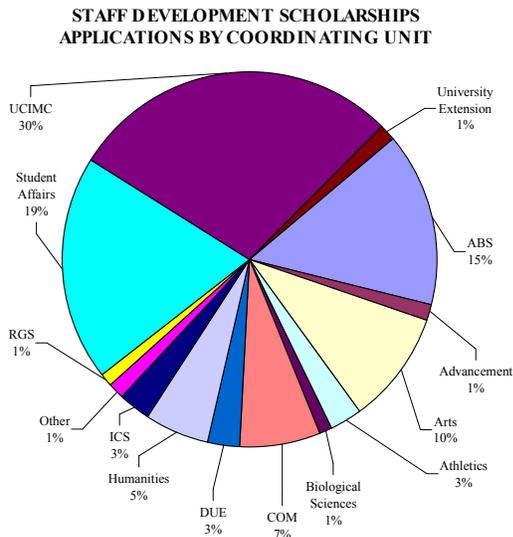
For any area where underutilization has been identified, a minimum required placement goal is set equal to the expected availability percentage. Availability is calculated based on the job areas represented at UCI in the reasonable recruitment area. The reasonable recruitment area differs based on job title in the career staff job groups from the local county to the national level. Availability for all academic positions is based on national statistics. Appendix D\* contains utilization analysis for placement goals set in identified areas of underutilization by unit. In addition to the statistics reported in the annual *Affirmative Action Plan*, the utilization analysis for career staff job groups by coordinating points has been included.

\* Appendix D is available for review in the Office of Equal Opportunity and Diversity

# Employee Development Block Grant

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

A total of 73 staff applied for Staff Development Scholarships; of those, 47 were awarded. Those who did not receive a scholarship either withdrew or were ineligible at the time of application. Staff Development Scholarships are awarded on a first-come, first-serve basis



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# Appendix A

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Sexual Harassment/Discrimination Cases  
2003-2004

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**Office of Equal Opportunity and Diversity  
Sexual Harassment/Discrimination Cases  
2003-2004**

COMPLAINANT	RESPONDENT	TYPE	BASIS	ALLEGATIONS	STATUS
Staff	Staff	Informal	Pregnancy	Did not receive credit for work.	No follow through by complainant.
Student	Faculty	Formal	Sexual harassment	Coerced into sexual relations including excessive phone calls and email.	Violation of Section J consensual relationship found. Referred to EVC for appropriate action. Respondent restricted from lab.
Staff/Students	Faculty	Informal	Sexual harassment	Inappropriate touching and comments.	Provided SH prevention information and education to respondent.
Staff	Staff	Informal	Age	Age discrimination in searches.	Met with management. Provided age discrimination training and advice re searches.
Staff	Staff	Informal	Sexual harassment	Inappropriate touching, space invading.	Provided SH prevention information and education to respondent.
Student	Student	Informal	Sexual harassment	Sexually explicit email and instant messages.	Provided SH prevention information and education to respondent.
Other (Applicant)	Staff	Informal	Sex, Race	Discrimination in hiring practices.	Applicant discussed and received copy of AAP from OEOD. Referred to HR Job Seekers Workshop.
Staff	Staff	Formal	Sex, physical disability, medical condition	Inappropriate statements regarding working ability and promotion; questions regarding personal health.	No discrimination found on basis of gender or medical condition. Discrimination found on the basis of disability.
Staff	Staff	DFEH	Medical condition, physical disability	Unjustly fired for sleeping on the job due to complainant's perceived physical disability and/or medical condition.	DFEH issued right to sue notice.
Staff	Staff	EEOC	Age, race	Denied promotion.	Awaiting DFEH response.
Staff	Staff	Formal	Sexual harassment, sex, retaliation	Inappropriate comments and touching; retaliation.	No violation of policy found.
Student	Faculty	Informal	Sex, national origin	Discriminatory treatment; non-inclusion in events, sexist remarks.	Provided SH prevention information and education to respondent and dean.
Staff	Staff	Informal	Retaliation	Unfair evaluation in retaliation for participating in an investigation.	Referred to Mediation. Evaluation modified.
Staff	Staff	Informal	Retaliation	Unknown	No follow through by complainant.
Staff	Staff	Informal	Sexual harassment	Lurking	Provided SH prevention information to respondent and complainant.
Faculty	None	Informal	Consensual relationship	Requested assistance to ensure that conflict was 'cured.'	Reporting line changed and additional layers of oversight to cure conflict of interest.
Staff	Faculty/Staff	Formal	Age	Laid off because of age, younger person hired.	No discrimination found.
Staff	Staff (Student)	Informal	Sexual harassment	Flirtatious behavior in class disruptive to female students.	Respondent removed from class. Referred to mediation.
Staff	Faculty	Informal	Sexual harassment	Inappropriate touching and kissing.	Provided SH prevention information and education, including online training program to respondent.
Faculty	Faculty	Formal	Race	Discriminatory personnel review.	No procedural abnormalities. No evidence of discrimination or bias.
Student	Other (Outside Vendor)	Informal	Sexual harassment	Construction truck had offensive sticker.	Reported incident to Director of Construction. Contractor terminated.

**Office of Equal Opportunity and Diversity  
Sexual Harassment/Discrimination Cases  
2003-2004**

COMPLAINANT	RESPONDENT	TYPE	BASIS	ALLEGATIONS	STATUS
Student	Faculty	Informal	Sexual Harassment	Unfair grading and treatment by department.	Bias, not related to protected status.
Student	Faculty	Informal	Disability	Nonaccommodation. No lab assigned.	Referred to Disability Services Center
Student	Student	Formal	Sexual harassment	Repeated requests for relationship, staring. Refused requests to stop.	Violation of sexual harassment found. Provided SH prevention information and education to respondent.
Staff (former)	Staff	DFEH	Race, sex, retaliation	Differential treatment, terminated in retaliation for filing complaint of harassment.	Awaiting DFEH response.
Staff	Staff	Formal	Age, national origin, ancestry, citizenship	Denied student funding.	No discrimination found.
Student	Faculty	Informal	Race, National Origin, Religion	Wrongful termination of student employment.	No follow up by complainant.
Staff	Staff	Informal	Race	Denied selection to several positions.	Researched information regarding selection process and provided to complainant.
Staff	Staff	Informal	Sexual harassment	Inappropriate touching.	Provided information and education to complainant and respondent. Referred to mediation.
Student	Faculty	Informal	Discrimination (not a protected category)	Treated differently based on personality trait.	Not covered under nondiscrimination policy. Complainant spoke with head of department; conflict resolved.
Student	Staff	Informal	No basis	Unknown	Complainant did not provide basis for complaint.
Staff	Faculty	Informal	Sexual harassment	Inappropriate comments.	Provided SH prevention information and education to respondent.
Student	Faculty	Formal	Race, religion, sex, sexual orientation, sexual harassment.	Inappropriate touching, teasing, suspect classroom content and conduct.	No discrimination or sexual harassment found.
Staff	Staff/Faculty	Formal	Race, color, national origin	Inappropriate conduct in handling layoff.	No discrimination found.
Student	Student	Informal	Sexual harassment	Inappropriate email.	Provided SH prevention information and education to respondent.
Staff	Staff	Informal	Race	Discriminatory behavior; undefined basis.	No follow through by complainant. Handled at department level.
Staff	Staff	Formal	Sexual harassment	Inappropriate touching during work hours and forced sexual relations.	No sexual harassment found. Violation of Section J of Consensual Relations Policy. One week suspension. Provided SH prevention information and education to respondent.
Student	Student	Informal	Sexual harassment	Harassment including phone and stalking.	Reported incidences to UCIPD. Conducted SH prevention training for department.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments and statement.	Provided SH prevention information and education to respondent. Online training completed.

**Office of Equal Opportunity and Diversity  
Sexual Harassment/Discrimination Cases  
2003-2004**

COMPLAINANT	RESPONDENT	TYPE	BASIS	ALLEGATIONS	STATUS
Staff	Faculty & Student	DFEH	Sex	Sex discrimination.	DFEH issued right to sue.
Staff	Staff	Formal	Religion	Inappropriate treatment due to religion.	No discrimination found.
Staff	Staff	Informal	Sexual harassment	Inappropriate language.	Provided SH prevention information and education for department.
Staff	Staff	Formal	Race/Color, Sex, Age, Retaliation	Preferential treatment of Hispanic employees. Termination in retaliation for complaint.	No findings of discrimination or retaliation found. Complainant filed Step 2 grievance.
Student	Staff (TA)	Informal	Sexual Harassment	Inappropriate touching and behavior.	Provided SH prevention information and education to respondent. Online training completed.
Staff	Staff	Formal	Disability	Not accommodated.	No discrimination or nonaccommodation found.
Student	Faculty	Formal	Sexual harassment	Inappropriate physical contact. Inappropriate classroom conduct.	No violation of policy. Recommended training due to inappropriate behavior.
Student (former)	Faculty	Informal	Sexual Assault, Stalking	Consensual relationship became sexual assault at break up; blackmail attempts.	Referred to UCIPD. Provided SH prevention training for department.
Staff	Faculty	DFEH	Disability, retaliation	Denied work time flexibility. Penalized for disability.	No discrimination found in formal investigation. Step 2 grievance unsuccessful. DFEH found no probable cause.
Student	Faculty/ Student	Informal	Disability	Treated differently after receiving signed accommodation form. Jokes re disability and refusal to answer questions.	No follow through by complainant.
Faculty	Faculty/Staff	Informal	Race	Minorities delayed in degree completion.	Allegations not supported. Informed complainant in writing.
Student	Student	Informal	Sexual harassment	Harassment by email.	Provided SH prevention information and education to respondent.
Student	Faculty	Formal	APM015, Sexual harassment	Pursuit for relationship while a student, romantic/sexual involvement, continued pursuit after refusal.	No sexual harassment found. Violation of APM015. Referred to EVC for appropriate action
Student	Faculty	Informal	Sexual harassment	Inappropriate behavior and touching. Respondent hugged complainant; kissed on the lips twice; put hand down sweater and attempted to fondle chest.	Provided SH prevention information and education to respondent.
Other (Applicant)	Staff	Formal	Disability	Denied selection, rehire.	No discrimination found.

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# Appendix B

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Sexual Harassment/Discrimination  
Prevention Training  
2003-2004

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**Office of Equal Opportunity and Diversity**  
**Sexual Harassment and Discrimination Prevention Training**  
**2003-2004**

<b>AUDIENCE</b>	<b>PROGRAM</b>	<b>DATE</b>	<b>STAFF</b>	<b>FACULTY</b>	<b>STUDENT</b>	<b>OTHER</b>	<b>TOTAL</b>
ABS - Design & Construction Managers	Sexual Harassment - What to Know - Where to Go	05/06/04	13	0	0	0	<b>13</b>
ABS - Design & Construction Staff	Sexual Harassment - What to Know - Where to Go	05/13/04	46	0	0	0	<b>46</b>
ABS - Facilities	Sexual Harassment - What to Know - Where to Go	12/18/03	90	0	0	0	<b>90</b>
ABS - Facilities	Sexual Harassment - What to Know - Where to Go	12/16/03	75	0	0	0	<b>75</b>
Advancement - Beckman Center Kitchen Staff	Sexual Harassment - What to Know - Where to Go	02/26/04	11	0	0	0	<b>11</b>
Advancement - KUCI	Sexual Harassment Prevention	12/16/03	35	0	0	0	<b>35</b>
Athletics - Coaches & Admin	Sexual Harassment - What to Know - Where to Go	04/20/04	34	0	0	0	<b>34</b>
Bio Sci - New Post Docs	Sexual Harassment -- Your Legal Liability	02/18/04	0	36	0	0	<b>36</b>
Bio Sci - Post Docs	Sexual Harassment - What to Know - Where to Go	04/22/04	0	9	0	0	<b>9</b>
COM - 4th Year Medical Students	Sexual Harassment - What to Know - Where to Go	03/15/04	0	0	92	0	<b>92</b>
COM - Dept of Medicine Chiefs	Sexual Harassment & Discrimination Update	06/21/04	0	16	0	0	<b>16</b>
COM - Health Science Administrators	Com Administ. Management Update	06/09/04	9	0	0	0	<b>9</b>
COM - Chairs (Dean Advisory Board)	Sexual Harassment Prevention Update	09/02/03	0	29	0	0	<b>29</b>
COM - Health Science Administrators	Sexual Harassment Prevention Update	06/07/04	16	0	0	0	<b>16</b>
DUE - Instructional Resource Center - TA's	Sexual Harassment - What to Know - Where to Go	09/24/03	0	0	300	0	<b>300</b>
DUE - Managers	Sexual Harassment - What to Know - Where to Go	12/01/03	30	0	0	0	<b>30</b>
DUE - Univ. Studies Discussion TA's	Sexual Harassment Prevention	05/21/04	7	0	60	0	<b>67</b>
Humanities - Comp TA's	UCI Resource Panel	09/25/03	0	2	46	0	<b>48</b>
Library	Managing Conflict in the UCI Libraries	01/27/04	43	0	0	0	<b>43</b>
Physical Sciences - Chemistry	OEOD Resources & Sexual Harassment Prevention	12/16/03	0	25	0	0	<b>25</b>
Physical Sciences - Chemistry TA's	Sexual Harassment - What to Know - Where to Go	09/18/03	0	0	38	0	<b>38</b>
Physical Sciences - Math TA's	Sexual Harassment Prevention Training	09/24/03	0	0	40	0	<b>40</b>
RGS	Sexual Harassment - What to Know - Where to Go	05/19/04	18	0	0	0	<b>18</b>
Soc Sci - Poly Sci Faculty	Sexual Harassment Prevention Update	03/10/04	0	11	0	0	<b>11</b>
Student Affairs - Campus Village Resident Assistants	Sexual Harassment - What to Know - Where to Go	06/24/04	1	0	34	0	<b>35</b>
Student Affairs - UCI Leadership Certificate Students	Managing Difficult Conversations	11/05/03	0	0	33	0	<b>33</b>

**Office of Equal Opportunity and Diversity**  
**Sexual Harassment and Discrimination Prevention Training**  
**2003-2004**

AUDIENCE	PROGRAM	DATE	STAFF	FACULTY	STUDENT	OTHER	TOTAL
Student Affairs - Career Center	Appropriate & Inappropriate Interview Questions: Beware & Be Aware	05/19/04	2	0	15	0	17
Student Affairs - Career Center - Students & Interview Coaches	Appropriate & Inappropriate Interview Questions: Beware & Be Aware	05/14/04	4	0	25	0	29
Student Affairs - Center for Educational Partnerships	Sexual Harassment - What to Know - Where to Go	08/06/03	0	0	52	0	52
Student Affairs - COSMOS Program	Diversity/Sexual Harassment Prevention	07/10/03	0	0	25	0	25
Student Affairs - Dean of Students Office & Reporting Office	Sexual Harassment - What to Know - Where to Go	01/22/04	30	0	0	0	30
Student Affairs - Housing - Mesa Court RA's	Sexual Harassment - What to Know - Where to Go	11/18/03	0	0	20	0	20
Student Affairs - Housing - Middle Earth Pre-Freshman Student	Sexual Harassment - What to Know - Where to Go	07/10/03	0	0	55	0	55
Student Affairs - Summer Institute in Computer Science	Sexual Harassment - What to Know - Where to Go	07/24/03	0	0	15	0	15
Student Affairs - TEACH	Sexual Harassment and Diversity	06/23/04	1	0	9	0	10
UCI Staff - Various Supervisors	Effective Supervision	05/26/04	18	0	0	0	18
UCI Staff - Various Supervisors	Effective Supervision	12/03/03	18	0	0	0	18
UCIMC - Pediatrics	Sexual Harassment - What to Know - Where to Go	07/08/03	12	0	0	0	12
UCIMC Medical Specialty Center	Sexual Harassment What to Know Where to Go	06/25/04	20	0	0	0	20
UCIMC Security/Parking Staff	Sexual Harassment - What to Know - Where to Go	03/08/04	18	0	0	0	18
UCIMC Urology Call Center Staff	Sexual Harassment - What to Know - Where to Go	11/13/03	85	0	0	0	85
UNEX	Nondiscrimination/Diversity	02/19/04	17	0	0	0	17
UNEX	Nondiscrimination/Diversity	02/24/04	14	0	0	0	14

STAFF	FACULTY	STUDENT	OTHER	TOTAL
667	128	859	0	1654

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# Appendix C

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Diversity Training  
2003-2004

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**Office of Equal Opportunity and Diversity  
Diversity Training  
2003-2004**

<b>AUDIENCE</b>	<b>PROGRAM</b>	<b>DATE</b>	<b>STAFF</b>	<b>FACULTY</b>	<b>STUDENT</b>	<b>OTHER</b>	<b>TOTAL</b>
ABS - Facilities Management	Diversity in the Workplace	01/29/04	100	0	0	0	<b>100</b>
ABS - Facilities Management	Diversity in the Workplace	01/29/04	100	0	0	0	<b>100</b>
ABS - Facilities Management	Diversity & Ethical Issues	03/08/04	100	0	0	0	<b>100</b>
ABS - Facilities Management	Diversity & Ethical Issues	03/25/04	100	0	0	0	<b>100</b>
ABS - UCI PD	Law Enforcement Diversity Development Training	12/04/03	8	0	0	0	<b>8</b>
Athletics - Student Athletes Study Table	Diversity: A Tale of Two Animals	10/14/03	0	0	30	0	<b>30</b>
Campus & Medical Center	Campus Mediation Program	09/08/03	43	0	0	0	<b>43</b>
Campus & Medical Center	Diversity in Medicine: Addressing Disparities in Health Care	01/14/04	5	5	45	0	<b>55</b>
Campus & Medical Center	Diversity Development Program	01/21/04	25	0	0	0	<b>25</b>
Campus & Medical Center	LGBT and the Workplace	05/05/04	15	0	5	0	<b>20</b>
COM Dept of Medicine - Gastroenterology	Diversity in Medicine	04/07/04	30	10	0	0	<b>40</b>
COM Ophthalmology	Diversity and the Art of Listening	08/19/03	7	0	0	0	<b>7</b>
COM Ophthalmology	First Impressions - Business Etiquette & Protocol	06/18/04	7	0	0	0	<b>7</b>
Education	Committed to Excellence through Diversity	04/15/04	18	0	0	0	<b>18</b>
Humanities - Comp TA's	UCI Resource Panel	09/25/03	0	2	46	0	<b>48</b>
Other - Community at Large	Religious Diversity Forum	11/01/03	0	0	0	350	<b>350</b>
Social Sciences - GPACS Program	Conflict Across Cultures	11/25/03	0	1	29	0	<b>30</b>
Student Affairs - Cambodian Student Organization	Student Leadership Training - Getting Along with other Groups	11/06/04	0	0	8	0	<b>8</b>
Student Affairs - Cambodian Student Organization	Student Leadership Training	07/24/03	0	0	12	0	<b>12</b>
Student Affairs - National Society for Collegiate Scholars	Mentorship & Leadership Keynote Address	11/07/03	0	0	0	<b>200</b>	200

**Office of Equal Opportunity and Diversity  
Diversity Training  
2003-2004**

<b>AUDIENCE</b>	<b>PROGRAM</b>	<b>DATE</b>	<b>STAFF</b>	<b>FACULTY</b>	<b>STUDENT</b>	<b>OTHER</b>	<b>TOTAL</b>
Student Affairs - Passport to 21 Century Certificate Program	PC: Moving from Politically Correct to Positive Culture	04/28/04	0	0	29	0	<b>29</b>
Student Affairs - Passport to the 21st Century Certificate Program	PC: Moving from Politically Correct to Positive Culture	02/24/04	0	0	24	0	<b>24</b>
Student Affairs - RA Coordinators	Summer Program 2004	07/10/03	1	0	19	0	<b>20</b>
Student Affairs - TEACH	Sexual Harassment and Diversity	06/23/04	1	0	9	0	<b>10</b>
Student Affairs - Center for Educational Partnership	Knowledge & Social Responsibility	07/29/03	2	0	46	0	<b>48</b>
UCI Staff - Various Supervisors	The Equal Opportunity Work Environment & Your Role As A Supervisor	12/03/03	18	0	0	0	<b>18</b>
UCI Staff - Various Supervisors	The Equal Opportunity Work Environment & Your Role As A Supervisor	05/26/04	18	0	0	0	<b>18</b>
UCIMC - Dialysis Department	Diversity Series	12/03/03	16	0	0	0	<b>16</b>
UCIMC - Obstetrics/Oncology - Support Staff w/nurse aides	Diversity Inservice Training	07/25/03	6	0	0	0	<b>6</b>
UCIMC Obstetrics/Oncology Branch Office	Diversity & Team Building	09/05/03	7	0	0	0	<b>7</b>
UCIMC Surgery Department	Diversity & the Art of Listening	10/09/03	42	0	0	0	<b>42</b>
University Extension - Mayors from Korea	Diversity in the Workplace	05/19/04	0	0	0	45	<b>45</b>

<b>STAFF</b>	<b>FACULTY</b>	<b>STUDENT</b>	<b>OTHER</b>	<b>TOTAL</b>
<b>669</b>	<b>18</b>	<b>302</b>	<b>595*</b>	<b>1584</b>

\* Includes attendees of the Religious Diversity Forum, Collegiate Scholars, and Visiting Korean Mayors.