

UCIRVINE

Office of Equal Opportunity and Diversity

COMMITTED TO EXCELLENCE
THROUGH DIVERSITY

Annual Report

2011-2012

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 background.

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.

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

2011-2012 Highlights

OEOD Launches Level II of Workplace Spanish Program

In October 2012, the Office of Equal Opportunity and Diversity launched Level II of the Workplace Spanish Program to build upon the skills and goals of the Level I program. Key goals of the program include further development of basic Spanish language and cultural skills in graduates of the Level I program and improved communication and understanding between non-Spanish speaking employees and their limited English proficient colleagues who speak Spanish, with the expectation that better communication will lead to a decrease in the number of complaints of discrimination and sexual harassment generated from participating units. The program was funded through the Be Smart About Safety initiative.



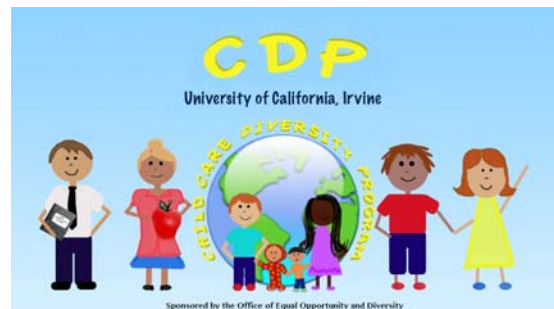
New Investigator Joins OEOD



Theresa Gerrior joined OEOD as Senior Investigator. In this capacity, she conducts formal investigations and informal resolution of complaints alleging discrimination, retaliation, and sexual harassment and responds 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). She also conducts a variety of presentations and workshops on sexual harassment prevention, nondiscrimination, and diversity. Prior to coming to UCI, she worked as a discrimination investigator for the State of New Hampshire. Theresa earned her B.A. at the University of New Hampshire, where she double majored in Political Science and Women's Studies. She holds a Master's degree from Simmons College in Gender and Cultural Studies, and a Master of Dispute Resolution Degree from Pepperdine University School of Law.

Diversity Program Tailored to Child Care Services

Staff in Child Care Services spent the week after UCI's 2012 commencement ceremonies in diversity training specifically tailored to their department. The program was designed and implemented by OEOD's chief diversity trainer Prany Sananikone. Topics included Managing Bias to Minimize Conflict and Maximize Resolution, Autism and Mental Health in Children, and Housing Life for Students with Children, among other issues.



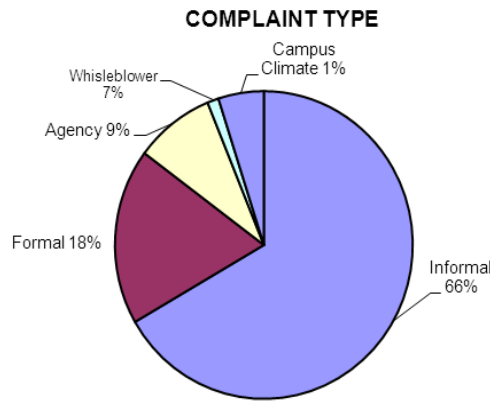
Complaint Resolution

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.

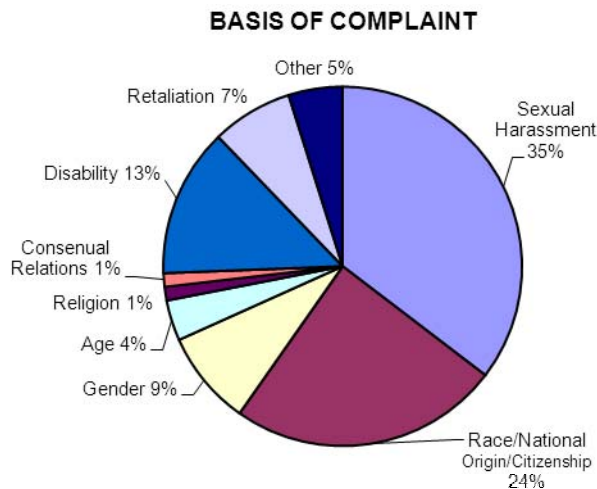
Sexual harassment and discrimination complaints received by OEOD can be

- **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**.

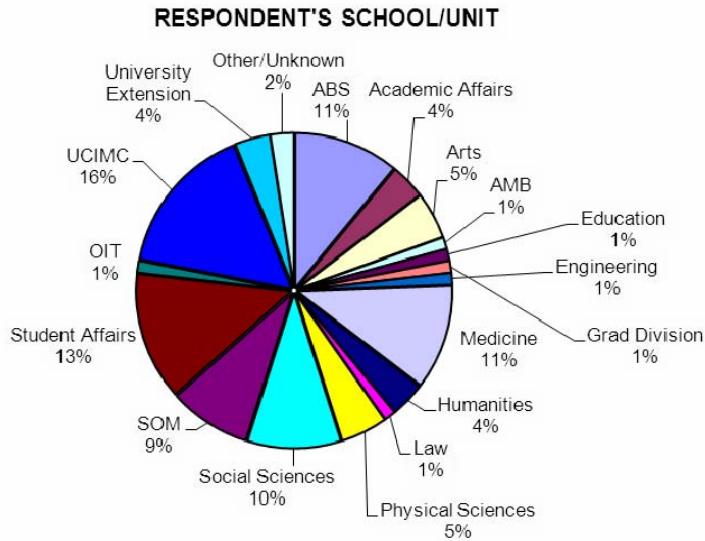
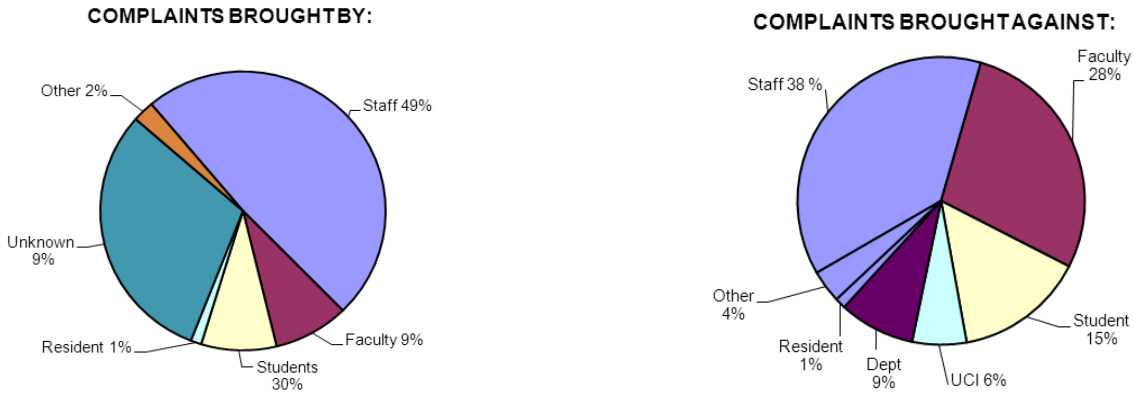


During the 2011-2012 year, the OEOD received **82 complaints** of discrimination or sexual harassment and more than **120 inquiries**. As has generally been the case, most of these complaints are informal complaints where a member of the UCI community has sought assistance in resolving a matter without investigation. The most frequent complaint continues to be sexual harassment.



Nearly half of all complaints (49%) were brought by staff. Complaints brought by students account for 30% of the complaints received. Faculty complaints totaled approximately of 9%. Complaints from other sources (anonymous, applicants, vendors, patients, etc.) account for the remaining 12%.

Staff accounted for over one-third (38%) of the respondents, faculty were 28% of the respondents and students were 15%. In some cases (20%), complaints were brought against a department, the university, or an outside source (alumni, vendor, volunteer, etc.).



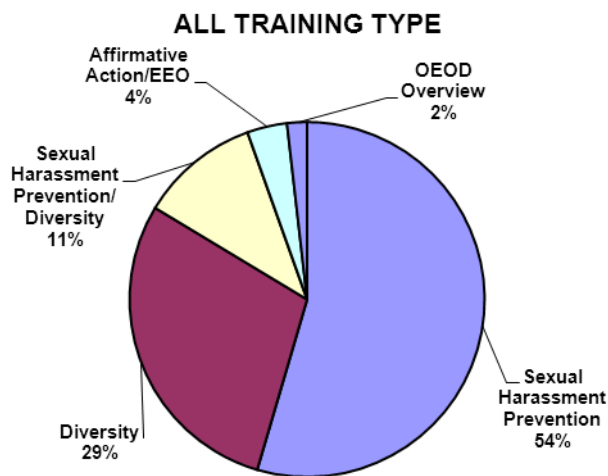
Distribution of complaints by school or unit and related statistics are addressed individually and separate from this report to assess progress and pinpoint issues of focus.

Refer to 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 **55 workshops and training programs**, reaching an audience of close to **1,950** throughout the campus and the medical center. The chart below shows the types of programs OEOD provided during the 2011-2012 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 one large unit on campus and piloted a Workplace Spanish Level II course. OEOD also coordinated the Religious Diversity Forum and offered sexual harassment prevention workshops in Spanish.

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 **550** individuals in 2011-2012.

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, 2012. With a 94% compliance rate, UCI continues to surpass the system-wide compliance average of 88%.

AB1825 Compliance

School/Unit	Total	Completed	Overdue	Percentage Completed
Administrative & Business Services	174	174	0	100%
University Advancement	91	91	0	100%
Arts	98	95	3	97%
Education	63	61	2	97%
Library	66	63	3	97%
Office of Research	86	83	3	97%
Biological Sciences	138	133	5	96%
Office of Academic Affairs*	71	70	1	96%
Office of Information Technology	99	95	4	96%
Student Affairs	207	198	9	96%
Humanities	228	217	11	95%
Information & Computer Sciences	91	86	5	95%
School of Medicine	832	790	42	95%
University Extension	92	86	6	93%
Chancellor's Office**	139	127	12	92%
Medical Center	418	385	33	92%
Physical Sciences	191	174	17	91%
Social Ecology	76	69	7	91%
Business	124	109	15	88%
Health Sciences	61	50	11	88%
Law	56	49	7	88%
Social Sciences	172	152	20	88%
Engineering	142	116	26	82%
TOTAL	3.715	3.473	242	94%

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

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

Affirmative Action Programs

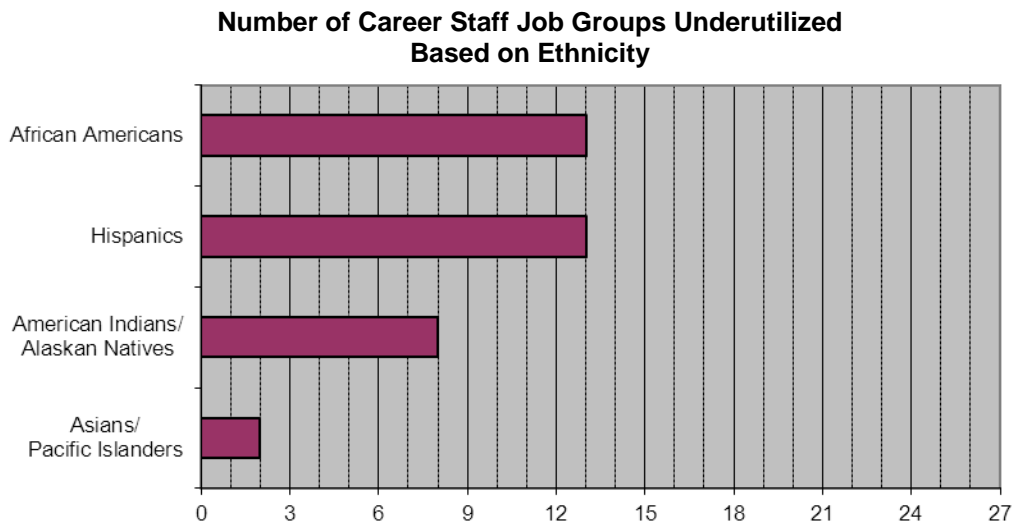
As a federal contractor, UCI must take affirmative action to promote the full realization of equal opportunity for women, minorities, covered veterans and individuals with disabilities, and maintain a written affirmative action plan.

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 2011-2012, of the 27 career **staff** job groups, women were identified as underutilized in 13 job groups and minorities as a whole in seven. A more detailed analysis by ethnicity shows the following:

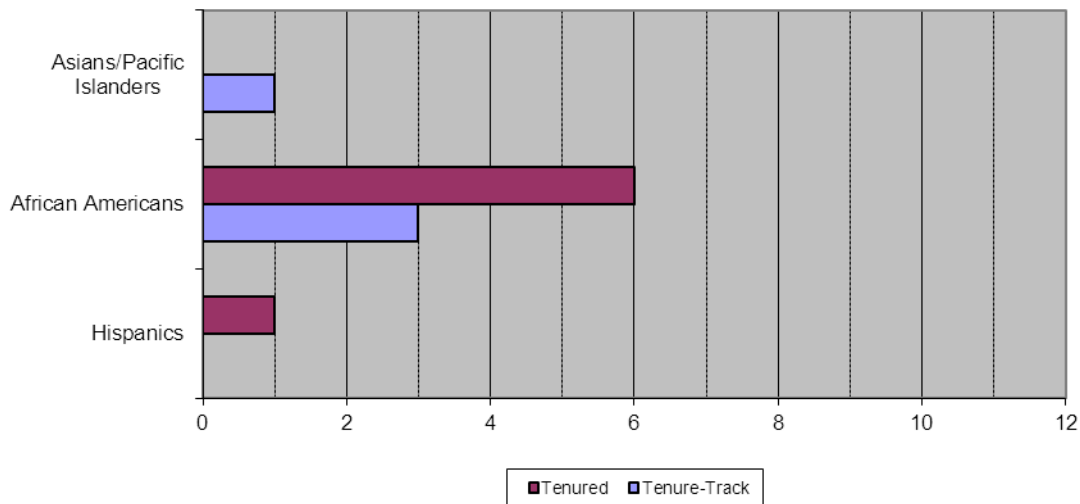


See Appendix C ¹ for detailed career staff areas of underutilization and placement goals.

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

In 2011-2012, 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 nine of the 13 academic divisions² at the tenured level and in four 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 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	Disability, retaliation	terminated due to disabilities and retaliation for requesting CFRA leave and FMLA	No violation found.
Staff	Staff	Informal	Race	discrimination in assignment of duties, differential treatment	No follow-through by Complainant.
Unknown	Staff	Campus Climate	Ancestry	biased remarks, segregation of personnel, hostile environment	Provided information to Respondent and department chair.
Staff	Staff	Informal	Race, national origin	mimics and mocks others by using stereotypical accents	Provided education and information to Respondent.
Staff	Staff	Informal	National origin	restricted from speaking native language in the office	Provided education and information to Respondent.
Student	Student	Informal	Sexual harassment	unwelcome sexually explicit conversation and texts	Provided education and information to Respondent.
Student	Department	Informal	Disability	reduced financial assistance when returned from disability leave	Complainant withdrew complaint.
Unknown	Student	Informal	Race	racial monologue, possible hate crime	Worked with department and referred to UCIPD.
Faculty	Department/Faculty	Informal	Race	unfair treatment and harassment	No follow-through by Complainant.
Unknown	Staff	Review	EEO	unfair hiring	Reviewed personnel actions; no concern identified.
Staff	Staff	Formal	Sexual harassment	inappropriate comments	Violation found. Respondent placed on leave without pay for one day.
Student	Faculty	Informal	National origin	different treatment due to accent	Department chair resolved issue with OEOD assistance.
Student	Staff	Informal	Disability	inappropriate comment	Worked with parties to facilitate resolution.
Students	Department	Informal	Race	unfair treatment, hostile environment	Pending.
Staff	Staff	Informal	Retaliation	shift change	Reviewed concern with department.
Student	Faculty	Formal	Retaliation	unreasonable deadlines/goals imposed	No violation found.
Staff	Staff	Informal	Race	unfair requirements for reclassification	Complainant withdrew complaint.
Faculty	Faculty	Informal	Age	receiving disproportionate undergraduate teaching assignments	Conducted mediation between parties.
Student	Other	Informal	Sexual harassment	disturbing romantic letter	Facilitated resolution for Complainant.
Faculty	Student	Informal	Sexual harassment	sent inappropriate video	Facilitated resolution of miscommunication issue.
Staff	Faculty	Informal	Sexual harassment	inappropriate comments, looks, and behavior	No follow-through by Complainant
Unknown	Faculty	Informal	Sex	inappropriate comment	Provided Respondent information and education.
Staff	Faculty	Formal	Sexual harassment	inappropriate touching	No violation found.
Staff	Staff	Informal	Sex, sexual orientation	hostile environment	Provided information and education to Respondent.
Staff	Faculty/Staff	Formal	Disability, retaliation	nonaccommodation, hostile environment	No violation found.
Student	Student	Informal	N/A	bullying by roommate	Consulted with department. Complainant was referred to Clinical Social Worker and Counseling Center for assistance.
Staff	Other	Formal	Sex	differential and unsafe treatment, inappropriate comments	Violation found. Respondent removed.
Student	Faculty	Informal	National origin	showed video in class that stereotypes	Reviewed and recommended Complainant have discussion with Respondent.
Student	Faculty	Informal	Retaliation	unfair treatment due to reporting sexual harassment by another colleague	No follow-through by Complainant.
Other	UCI	Agency	Disability	nonaccommodation of disability in application process and discrimination	No violation found.
Staff	Staff	Informal	Race	stereotyping videos shown during staff meeting	Provided department chair with information about concern. Referred Complainant to Human Resources for other issues.
Staff	Staff	Informal	Sexual harassment	unwanted requests for dates, inappropriate looks and comments	Provided education and information to Respondent. Respondent's office relocated.
Staff	Staff	Informal	Race	hostile environment, differing treatment	Provided Respondent with strategies to address workplace issues with Complainant.

Appendix A

SEXUAL HARASSMENT/DISCRIMINATION CASES

Complainant	Respondent	Complaint	Basis	Allegations	Status
Student	Faculty	Informal	Sexual harassment	inappropriate touching and attempted kiss	Complainant denied anonymous allegations against Respondent.
Staff	Faculty	Formal	Sex, race, national origin, retaliation, near relative	hostile work environment, retaliation, inappropriate hiring of relatives	Violation of near relative policy found; no violation of nondiscrimination policy found. Respondent provided information and education. Department instructed all hiring in unit to be administered by coordinating point.
Staff	Staff	Informal	Race	inappropriate comments	Provided information and education to Respondent. Department resolved structural difficulties.
Staff	Faculty	Informal	Race	glass ceiling, denial of equal opportunity	Complainant withdrew complaint. Issue resolved by Ombudsman.
Staff	Other	Informal	Sexual harassment	took inappropriate photos	UCIPD conducted investigation. No violation found. Human Resources referred matter to Respondent's employer.
Staff	Staff	Formal	Age, ancestry, religion	unfair assignments, denied opportunities, humiliating treatment	No violation found.
Student	Student	Informal	Sexual harassment	unwanted touching	Provided information to Respondent and referred Respondent to Dean of Students.
Student	Faculty/Staff	Formal	Disability	inappropriate termination	Violation of policy found against one Respondent. Two respondents failed to adequately respond to a report of discrimination. School staff received training.
Student	Faculty	Informal	Sexual harassment, race, sexual orientation	inappropriate remarks	Provided education and information to Respondent.
Staff	Staff	Formal	Sexual harassment	inappropriate comments	Violation found. Respondent transferred to different location. Respondent received written warning. Department received training.
Student	Staff	Informal	Sexual harassment	inappropriate comments and touching	Provided education and information to Respondent. Respondent received counseling memo. Respondent required to take sexual harassment training.
Student	Faculty	Informal	Disability, religion, national origin	unfair treatment	No follow-through by Complainant.
Faculty	UCI	Informal	Citizenship	discriminatory testing requirement for international graduate students	Facilitated communication and resolution between parties.
Staff	Department/Staff	Agency	Age, disability, retaliation	inappropriate termination	Agency issued immediate right-to-sue letter at Complainant's request.
Student	Student	Informal	Disability	inappropriate comments	Provided information to Complainant.
Staff	Faculty	Whistleblower	Race	inappropriate racial remarks	No violation found.
Staff	Faculty	Whistleblower	Sexual harassment	inappropriate invitations and invasion of personal space	No violation found.
Student	Staff	Informal	Sexual harassment	inappropriate comments and looks	Department reassigned Complainant to new project at Complainant's request. Department addressed issue with Respondent. Provided training to Respondent and department.
Staff	Staff/Faculty	Formal	Disability, medical condition, genetic information	terminated due to disability	No violation found.
Staff	Staff	Formal	Race	inappropriate treatment and comments	No violation found.
Staff	Staff	Formal	EEO	unfair hiring	No violation found.
Students	Student	Informal	Sexual harassment	inappropriate comments to roommates	Provided advice to department. Respondent was put on notice by department.
Unknown	Faculty	Informal	Consensual relations	favoritism	Provided education and information to Respondents.
Faculty	Faculty	Informal	Retaliation	advocating for end of program due to previous break-up	Concern resolved within school.
Students	Faculty	Informal	Sexual harassment	inappropriate texts and invitation	Department chair provided education and information to Respondent.
Students	Staff	Formal	Sexual harassment	inappropriate touching; sexual assault	Violation found. Respondent terminated.
Other	Department	Agency	National origin, religion	terminated from and denied volunteer positions	No violation found.
Staff	Student	Informal	Sexual harassment	inappropriate touching, inappropriate comments	Provided education to Respondent and mediation between parties.
Faculty	UCI/Faculty/Administrators	Agency	Disability, medical condition, national origin, retaliation, age, race	termination, harassment, nonaccommodation, failure to prevent discrimination or retaliation, cessation of surgical/clinical privileges	Agency issued immediate right-to-sue letter at Complainant's request.
Unknown	Faculty	Whistleblower	Sexual harassment	numerous sexual advances, inappropriate text messages	No violation found.
Staff	Staff	Informal	Race, sex, retaliation, religion, pregnancy	inappropriate comments	Human Resources investigated. Respondent provided letter of warning. Respondent resigned.

Appendix A

SEXUAL HARASSMENT/DISCRIMINATION CASES

Complainant	Respondent	Complaint	Basis	Allegations	Status
Student	Student	Informal	Sex	inappropriate comments, harassing behavior	Provided education and information to Respondent.
Resident	UCI/Faculty	Agency	Disability, retaliation	nonaccommodation, denial of family medical leave	No violation found.
Student	Student	Informal	Sexual harassment	continued advances, sexual remarks	Provided education and information to Respondent.
Staff	UCI	Agency	Retaliation	dismissed for engaging in protected activity	Pending.
Staff	Staff	Informal	Sexual harassment	inappropriate conduct; inappropriate touching	Provided information and education to Complainant and Respondent. Provided training for department.
Student	Student	Informal	Sexual harassment	inappropriate pressure to kiss	Assisted department in talking with parties.
Staff	Staff	Informal	Sexual harassment	unwanted touching	Respondent received counseling memo and required to attend sexual harassment prevention training.
Staff	Staff	Informal	Retaliation	adverse treatment since filing earlier complaint	Informal review conducted. No retaliation identified.
Staff	Resident	Informal	Sexual harassment	inappropriate touching	Provided education and information to Respondent.
Staff	Staff	Informal	Sexual harassment	inappropriate public displays of affection	Provided education and information to Respondents.
Staff	Staff	Informal	Sex	inappropriate accommodations for females	Department provided appropriate accommodation.
Unknown	Department	Whistleblower	EEO	inappropriate hiring process	No violation found.
Staff		Informal	Sex	treated differently than male colleagues	No follow-through by Complainant.
Staff	Staff	Informal	Sexual harassment	inappropriate comment	Addressed by department head.
Students	Student	Informal	Race	racial slur	Handled by department disciplinary process.
Faculty	Faculty/Staff	Formal	Religion, age	harassment and unequal treatment	No violation found.
Staff	Staff	Informal	Sexual harassment, retaliation	inappropriate comments and email	Complainant withdrew formal complaint. No prima facie case. Provided education and information to Respondent.
Staff	Faculty	Formal	Sexual harassment	inappropriate innuendos	No violation found.

Appendix B
TRAINING AND EDUCATIONAL PROGRAMS

SCHOOL	Department	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENTS	OTHER1	OTHER
Administrative & Business Services	Facilities Management	Sexual Harassment Prevention	12	12				
	Facilities Management	Sexual Harassment Prevention	90	90				
	Police Department	Sexual Harassment Prevention	21	1		20		
Arts	Arts	AB1825 Sexual Harassment Prevention: Update on law and policy	129	24	25	80		
Biological Sciences	Ecology & Evolutionary Biology; Neurobiology & Behavior	Sexual Harassment Prevention for TAs	16			16		
Education	Education	Sexual Harassment Prevention for Student Teachers	50			50		
	Education	Sexual Harassment Prevention for Student Teachers	50			50		
Medical Center	Blood Donor Center	Sexual Harassment Prevention	10	10				
Medicine	Beckman Laser Institute	AB1825 Sexual Harassment Prevention	17	2	15			
	Obstetrics & Gynecology	AB1825 Sexual Harassment Prevention	34	5	29			
Physical Sciences	Chemistry	Sexual Harassment Prevention for TAs	50			50		
	Physics & Astronomy	Sexual Harassment Prevention: Graduate Student Orientation	23			23		
Research	University Laboratory Animal Resources (ULAR)	Diversity & Intercultural Communication	30	30				
Social Ecology	Criminology, Law & Society	Sexual Harassment Prevention	20			20		
Student Affairs	Child Care Services	Child Care Services Diversity Program (3 days)	47	47				
	Child Care Services	Understanding Diversity & Managing Biases: Minimize Conflict & Maximize Resolution	47	47				
	Center for Educational Partnerships	Sexual Harassment Prevention	41	1		40		
	Cross-Cultural Center	Sexual Harassment Prevention	15	15				
	Cross-Cultural Center	Conflict Resolution and Diversity	55			55		
	Housing	Respeto (Sexual Harassment Prevention in Spanish)	14	14				
	Housing	Respeto (Sexual Harassment Prevention in Spanish)	24	24				
	Housing	Respeto (Sexual Harassment Prevention in Spanish)	20	20				
	Housing	Respeto (Sexual Harassment Prevention in Spanish)	25	25				
	Housing	Sexual Harassment Prevention & Diversity	25	25				
	Housing	Orientation and Professional Training - Housing (10 Sessions)	27	27				
	Housing	Diversity and Sexual Harassment Prevention	30			30		

Appendix B
TRAINING AND EDUCATIONAL PROGRAMS

SCHOOL	Department	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENTS	OTHER1	OTHER
Student Affairs (cont'd)	Housing	Diversity and Sexual Harassment Prevention	30			30		
	Housing	Diversity and Sexual Harassment Prevention	30			30		
	Student Affairs	Gender Gaps: Is There One?	25			25		
	Student Center	Respeto (Sexual Harassment Prevention in Spanish)	10	10				
	Student Government	Sexual Harassment Prevention & Diversity	10	10				
	Student Government	Sexual Harassment Prevention & Diversity	23	2		21		
	Student Health Center	Sexual Harassment Prevention	70	70				
University Extension	University Extension	Sexual Harassment Prevention	23	23				
	University Extension	Sexual Harassment Prevention	15	15				
UCI	Business Officers Institute (BOI)	HR & OEOD Overview	33	33				
	Multiple Departments	AB1825 Sexual Harassment Prevention	14	9	5			
	Multiple Departments	AB1825 Sexual Harassment Prevention	27	19	8			
	Multiple Departments	AB1825 Sexual Harassment Prevention	17	2	15			
	Multiple Departments	AB1825 Sexual Harassment Prevention	14	9	5			
	Multiple Departments	AB1825 Sexual Harassment Prevention: Life Theatre	60	44	14			2
	Multiple Departments	AB1825 Sexual Harassment Prevention: Life Theatre	68	44	24			
	Multiple Departments	AB1825 Sexual Harassment Prevention: Life Theatre	58	40	18			
	Multiple Departments	Campus Conversations: Access & Retention of Minority Students	22	14	3	5		
	Multiple Departments	Campus Conversations: Walls that Divide: Out There and In Here	88	8		80		
	Multiple Departments	Diversity Development Program (10 Sessions)	26	26				
	Multiple Departments	Diversity & Intercultural Communication	30					
	Multiple Departments	Diversity in Medicine (10 Sessions)	144			115	29	29
	Multiple Departments	EEO & Your Role as a Supervisor	24	24				
	Multiple Departments	EEO & Your Role as a Supervisor	23	23			19	4
	Multiple Departments	Middle Eastern Americans	22	22				
	Multiple Departments	Religious Diversity Forum	35	3	7	25	35	
	Multiple Departments	Workplace Spanish I (10 Sessions)	26	24	2			
	Multiple Departments	Workplace Spanish I (12 Sessions)	33	31	2			
Multiple Departments	Workplace Spanish II (12 Sessions)	25	23	2				

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.