

UCIRVINE

Office of Equal Opportunity and Diversity

COMMITTED TO EXCELLENCE
THROUGH DIVERSITY

Annual Report

2012-2013

The logo for the Office of Equal Opportunity and Diversity (OFOD) is a white semi-circle containing the letters 'OFOD' in a bold, blue, sans-serif font. The semi-circle is positioned at the bottom center of the page, with white lines radiating upwards from its top edge, creating a sunburst effect that divides the background into blue and yellow sections.

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.

2012-2013 Highlights



EXTENSION

Workplace Spanish Program Transferred to University Extension

To ensure the ongoing sustainability of the Workplace Spanish Program, the Office of Equal Opportunity and Diversity has embedded the program into University Extension. The courses included Workplace Spanish I, Workplace Spanish II, and Spanish for Healthcare Professionals. This move allowed greater marketing of the program to the Orange County community to sustain enrollment, while also being available for UCI employees. The Workplace Spanish Program provides the opportunity for UCI employees to increase their communication skills with Spanish-speaking colleagues, patients, and others in the UCI community, creating a culture of inclusivity and better understanding for all parties. The Office of Equal Opportunity and Diversity and University Extension share the cost for UCI employees who complete the course.

UCI Participates in Systemwide Campus Climate Study



In 2012-13, the University of California conducted a systemwide study on "Campus Climate." The goal was to gather a wide variety of data related to institutional climate, inclusion and

work-life issues so that the UC can better assess the learning, living and working environments for students, faculty and staff at the 10 UC campuses, five medical centers, as well as the Office of the President, Lawrence Berkeley National Laboratory and the Division of Agriculture and Natural Resources. The online census survey was open to UC Irvine students, faculty and staff from January 14 through February 22, 2013. Paper versions were also available in English and Spanish during that time period. OEOD was the lead coordinator for the effort at UCI, with assistance from a local work team with representation from across the campus and medical center and marketing assistance from Strategic Communications. The study report is scheduled to be released in 2013-2014.

Diversity Development Program Celebrates 15th Anniversary

On May 29, 2013, UCI celebrated the 15th anniversary of the Diversity Development Program as a 10-session certificate program offered by the Office of Equal Opportunity and Diversity. Twenty-seven UCI employees comprised the 15th graduating class and attended the graduation ceremony with their supervisors, DDP speakers, advisory board members, and Chancellor Michael Drake. The event included performances by student groups INSA Dance Team and Ballet Folklorico, a potluck lunch that showcased food from different cultures, and the class gift of a time capsule.



Campus Assault Response Team (CART) Established & Recognized



UCI launched its Campus Assault Response Team (CART) in 2012. Its mission is to bring collective wisdom, professional perspectives, campus management, and agency responsibilities to bear on cases involving sexual assault, domestic violence, dating violence, and stalking. CART helps students navigate through various University departments and access resources. CART is comprised

of representatives from the Office of Student Conduct, Campus Counsel, UCI Police, Campus Assault Resources & Education (CARE), and the Office of Equal Opportunity and Diversity. On May 2, 2013, CART received the California College and University Police Chiefs Association Award of Distinction.

Campus Conversations Available on OpenCourseWare



Two recorded Campus Conversations for 2012-13 included a talk by Professor Gregory Washington, Dean of The Henry Samueli School of Engineering at UCI, on “The State of Faculty and Student Diversity at Engineering Schools” and one by Professor Mary Gilly, Chair of UCI’s Academic Senate and a faculty member of the Paul Merage School of Business, on “Promoting Diversity throughout the Academic Career.”



This year, OEOD contracted with OpenCourseWare to record the **OEOD Campus Conversations series**.

The series aims to provide the campus community with opportunities to engage in dialogues about contemporary topics related to equal opportunity and diversity. The recordings are available through links from the OEOD Campus Conversations web page (www.oed.uci.edu/conversations/) or by searching for “Campus Conversation” on the UC Irvine OpenCourseWare YouTube channel (<http://www.youtube.com/user/UCIrvineOCW>).

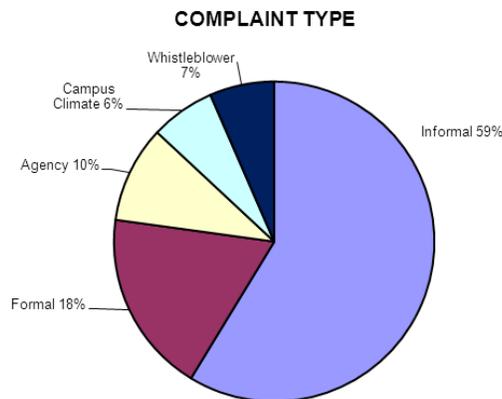
Complaint Resolution

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.

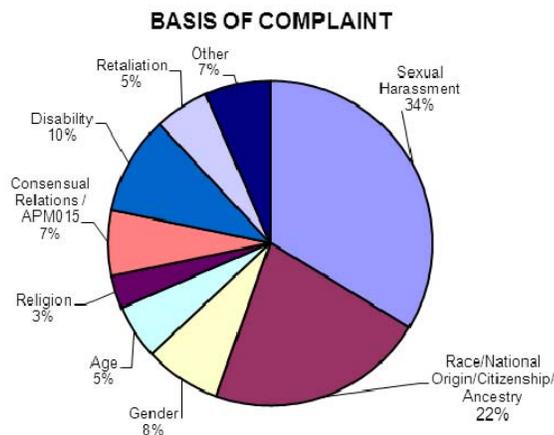
Sexual harassment and discrimination complaints received by OEOD can be

- **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**.

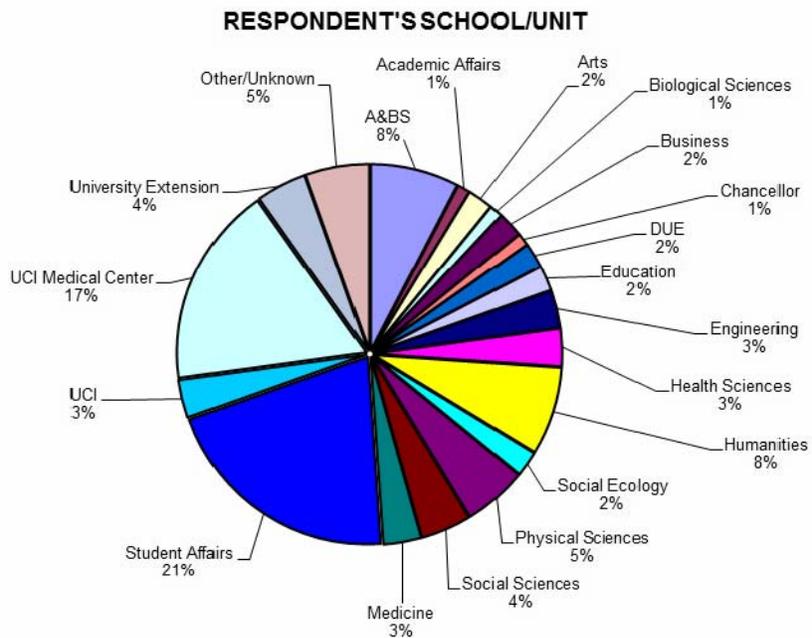
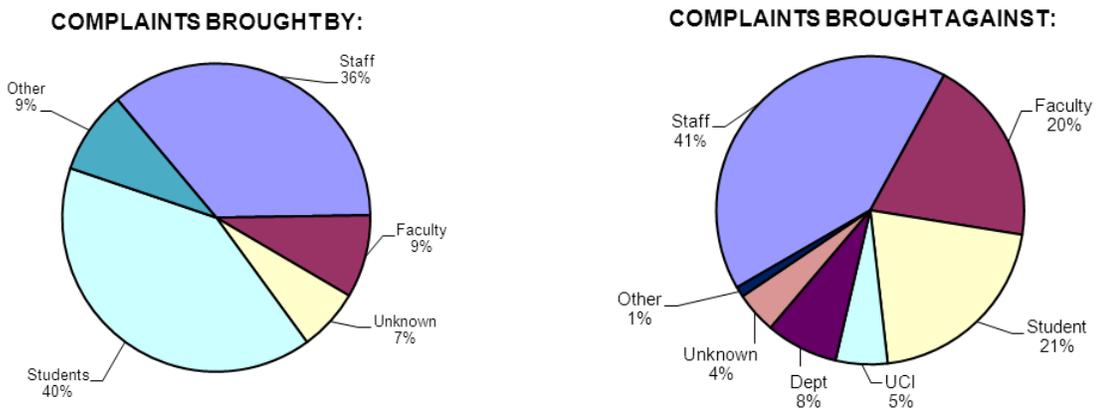


During the 2012-2013 year, OEOD received **92 complaints** of discrimination or sexual harassment and nearly **130 inquiries**. As has generally been the case, the majority of these complaints are informal complaints where a member of the UCI community has sought assistance in resolving a matter without investigation. The most frequent complaint continues to be sexual harassment.



Complaints brought by students account for 40% of the complaints received, followed by staff complaints (37%). Faculty complaints totaled approximately 9%. Complaints from other sources (anonymous, applicants, vendors, patients, etc.) account for the remaining 14%.

Staff accounted for almost half (42%) of the respondents, faculty were 20% of the respondents and students were 20%. In some cases (18%), complaints were brought against a department, the university, or an outside or unknown source.



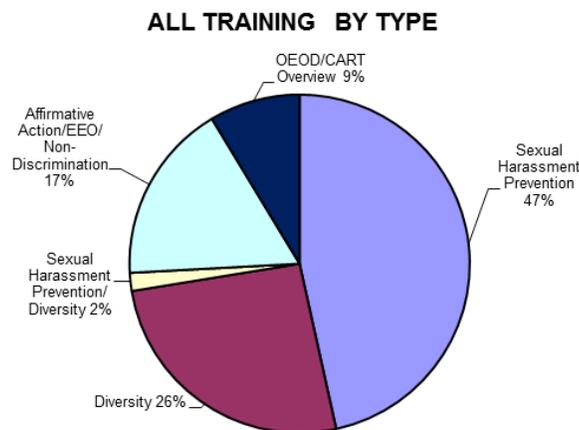
Distribution of complaints by school or unit and related statistics are addressed individually and separate from this report to assess progress and pinpoint issues of focus.

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 **58 workshops and training programs**, reaching an audience of close to **1,598** throughout the campus and the medical center. The chart below shows the types of programs OEOD provided during the 2012-2013 year.



In addition to our three annual diversity series, *Diversity in Medicine*, *Diversity Development Program*, and *Campus Conversations Series*, OEOD developed and delivered a three-day diversity training program for UCI's Child Care Services staff and supported Workplace Spanish courses through University Extension for UCI employees. 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.

The online sexual harassment prevention training for non-supervisory employees, teaching assistants, and students, offered through New Media Learning, reached **567** individuals in 2012-2013.

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, 2013. With a 92% compliance rate, UCI continues to surpass the system-wide compliance average of 87%.

AB1825 Compliance

School/Unit	Total	Completed	Overdue	Percentage Completed
Library	63	63	0	100%
University Advancement	90	90	0	100%
Education	80	79	1	99%
Administrative & Business Services	171	168	3	98%
Medical Center	422	414	8	98%
Chancellor's Office**	44	42	2	95%
Biological Sciences	137	130	7	95%
Medicine	941	898	43	95%
Information & Computer Sciences	94	87	7	93%
Office of Academic Affairs*	83	78	5	92%
Arts	108	99	9	92%
Office of Information Technology	100	92	8	92%
University Extension	53	48	5	91%
Social Sciences	154	139	15	90%
Student Affairs	216	195	21	90%
Research	92	83	9	90%
Physical Sciences	199	175	24	88%
Social Ecology	112	99	13	88%
Business	145	123	22	85%
Humanities	278	229	49	82%
Engineering	151	122	29	81%
Health Sciences	68	55	13	81%
Law	56	39	17	70%
Athletics	88	72	16	59%
TOTAL	3,945	3,619	326	92%

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

** Includes Strategic Communications and Planning and Budget.

Affirmative Action Programs

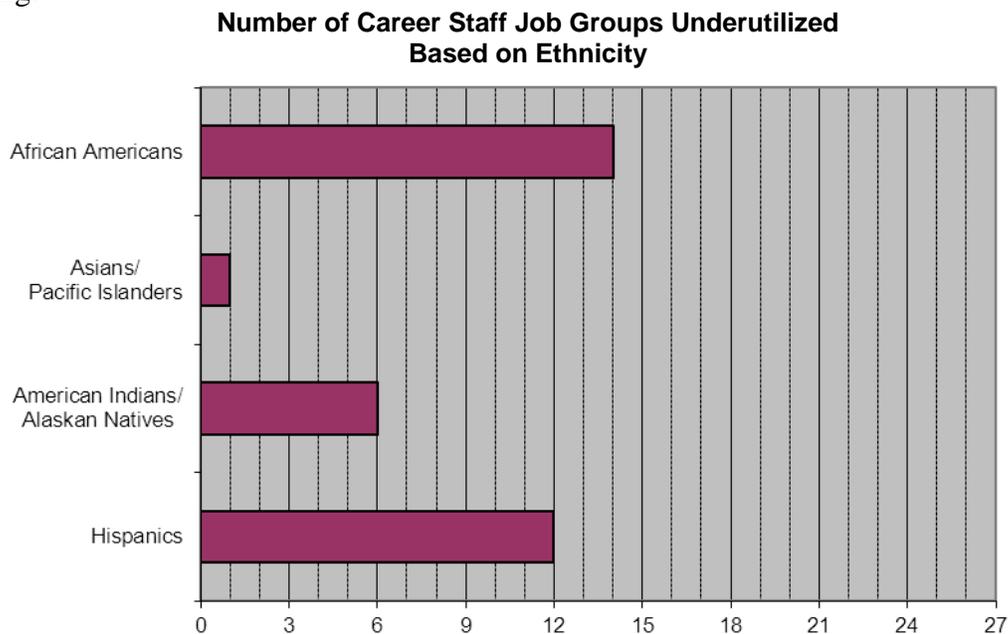
As a federal contractor, UCI must take affirmative action to promote the full realization of equal opportunity for women, minorities, covered veterans and individuals with disabilities, and maintain a written affirmative action plan.

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 2012-2013, of the 27 career **staff** job groups, women were identified as underutilized in 13 job groups and minorities as a whole in four. A more detailed analysis by ethnicity shows the following:

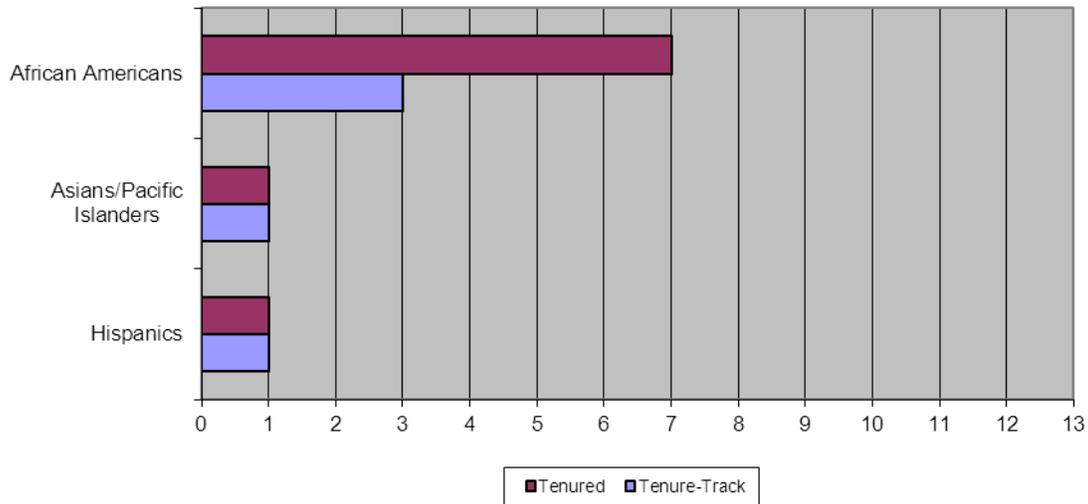


Detailed career staff areas of underutilization and placement goals are provided in Appendix C¹.

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

In 2012-2013, in the **faculty** ranks, women, African American, and American Indian/Alaskan Native faculty were overall underutilized in the **tenured** ranks at UC Irvine. Women and African American faculty were underutilized in the tenure-track rank. When reviewing the statistics at the school level, women were underutilized in nine of the 13 academic divisions 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 Ethnicity²



In the Academic Deans job group, Asians/Pacific Islanders were identified as underutilized compared to availability. Underutilization was also identified for women and minorities in non-regular-rank academic job groups. Detailed academic areas of underutilization and placement goals are provided in Appendix D³.

Good Faith Efforts

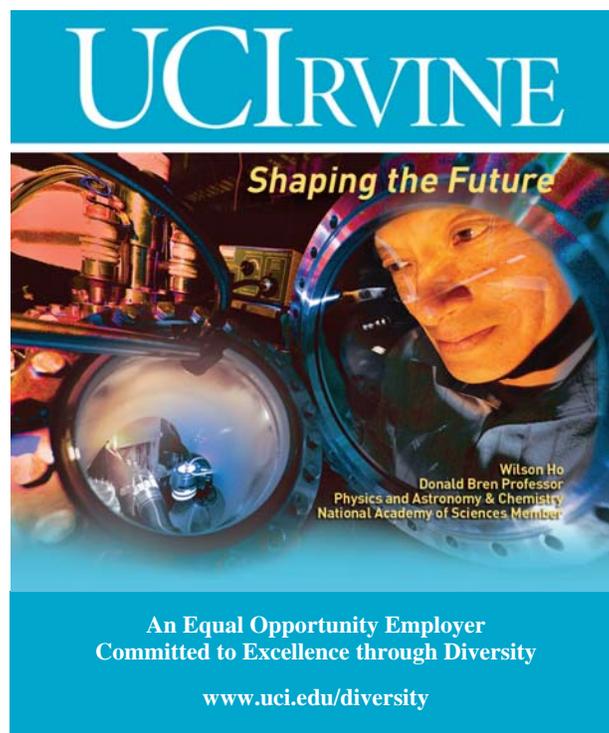
The Office of Equal Opportunity and Diversity supported UCI's good faith efforts to ensure equal opportunity in employment by taking the following affirmative actions:

- 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.

² American Indians/Alaskan Natives were not identified as underutilized within the ladder faculty ranks in any of the individual academic units.

³ Available in the Office of Equal Opportunity and Diversity during regular business hours.

- Conducted training 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.
- UCI's commitment to diversity as an equal opportunity employer advertised in *Diversity in Academe* in collaboration with the ADVANCE Program.
- Provided EEO/AA consultation and availability data to OIT for the diversity survey in the UC RECRUIT (academic applicant tracking) system.
- In partnership with the Office of Information Technology (OIT), trained chief personnel officers and RECRUIT department analysts on the RECRUIT Meets Basic Qualifications definition and tool for affirmative action reporting.
- Advised Human Resources on affirmative action outreach to covered veterans and the development of a demographic recruitment report that informs hiring managers about areas of underutilization and related placement goals.
- Provided support and consultation for the UC ADVANCE PAID Roundtable hosted by UC Irvine on October 17, 2012. The topic of the roundtable was "Building Capacity for Institutional Transformation in the 21st Century: Women of Color in STEM and SBS Fields."
- Served on the UC Systemwide Work Team for the UC Campus Climate Study and coordinated the implementation of the survey at UCI.
- Helped establish and provide administrative support to the Diversity Roundtable.
- Provide administrative, marketing, and financial support to UCI's employee Diversity Affinity Groups.



Appendix A
SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Student	Department	Agency	N/A	Housing placement	Closed by agency. No prima facie case.
Staff	Department	Agency	Disability, retaliation	Denied interactive process, harassment, termination	Closed by agency. Agency issued immediate Right-to-Sue letter per Complainant's request.
Staff	UCI	Agency	Age, religion	Religious nonaccommodation; termination	Pending.
Staff	Staff	Agency	Disability	Denied reasonable accommodation	Closed by agency when parties reached a settlement.
Staff	UCI	Agency	Race	Differential treatment	Pending.
Staff	UCI	Agency	Race, retaliation	Layoff in retaliation for engaging in protected activity	Pending.
Other	UCI	Agency	Disability	Non-consideration for multiple positions.	No violation found.
Staff	Department; Staff	Agency	Age, disability, race, religion & national origin	Terminated, discriminatory work environment	Closed by agency. Agency issued immediate Right-to-Sue letter per Complainant's request.
Student	Department	Agency	Disability	Nonaccommodation, denied use of service dog	Pending.
Student	Staff	Campus Climate	Retaliation	Retaliation for making complaint of sexual harassment/assault	No violation of policy found.
Student	Faculty; Student	Campus Climate	APM 015	Inappropriate consensual relationship	Provided information and education to Respondents.
Student	Staff	Campus Climate	Disability	Nonaccommodation	No violation of policy found.
Anonymous; Faculty; Students	Students	Campus Climate	Race	Racially offensive videos	No violation of policy found.
Anonymous	Unknown	Campus Climate	Sexual orientation	Hateful flyer	Reporting Party followed up with Complainant.
Student	Unknown	Campus Climate	Religion, sexual orientation	Hateful writing on classroom chalkboards	School removed writings. LGBT Resource Center met with Complainant and provided resources.
Student	Staff	Formal	Disability	Nonaccommodation, violated confidentiality	No violation of policy found.
Staff	Staff	Formal	Sexual harassment, retaliation	Sexual remarks & innuendo, ostracizing & badgering for making concerns known	Violation of policy found. Respondent received notice of intent to terminate. Respondent resigned.
Staff	Staff	Formal	Sexual harassment, retaliation	Unwelcome comments	No violation of policy found.
Other	Staff	Formal	Color, race.	Denied admission; racial profiling	No violation of policy found.
Staff	Staff	Formal	Age, disability	Harassment; termination	No violation of policy found.
Student	Faculty	Formal	Race, retaliation	Unfair treatment, loss of teaching assistantship	No violation of policy found.
Student	Student	Formal	Race, color	Differential treatment	No violation of policy found.
Student	Student	Formal	Sexual harassment	Groping, inappropriate comments	Violation of sexual harassment policy found; no violation of nondiscrimination policy found. Respondent received sanction letter and placed on disciplinary probation.
Staff	Staff	Formal	Disability, age, retaliation	Harassment	No violation of policy found.

Appendix A

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Staff	Staff	Formal	Sexual harassment	Hostile work environment, spreading rumors, stalking	No violation of policy found. Provided training to department.
Staff	Staff	Formal	Sexual harassment	Inappropriate email contact and conversations, invasion of space, touching	Violation of policy found. Respondent received final letter of warning.
Staff	Faculty	Formal	Retaliation, race	Demoted and transferred for filing whistleblower complaint	No violation of policy found.
Staff	Staff	Formal	Religion, retaliation	Religious comments, additional workload	No violation of policy found. Provided education and information to Respondent.
Staff	Staff	Formal	Retaliation	Treated differently and subjected to different standards	No violation of policy found.
Student	Faculty	Formal	Retaliation	Attempted to remove from academic program	No violation of policy found.
Staff	Staff	Formal	Sexual harassment, age	Inappropriate touching and comments, hostile environment	Violation of policy found. Respondent given a five-day suspension and required to complete Sexual Harassment Prevention training.
Student	Department	Formal	Religion	Unfair treatment, denied funding	No violation of policy found.
Faculty	Student	Formal	Sexual harassment	False report of consensual relationship, inappropriate computer use.	Violation of policy and student code of conduct found. Respondent received disciplinary sanction letter.*
Anonymous	Students	Informal	Race, sex	Inappropriate comments heard in housing	Provided Respondent information and education.
Student	Faculty	Informal	National origin; religion	Dropped from class	Facilitated resolution for Complainant.
Student	Faculty	Informal	Sexual harassment	Unwanted touching	Provided information and education to Respondent. Respondent received warning letter from supervisor.
Student	Students	Informal	Sex, sexual orientation, race, and retaliation	Posted harassing comments on Facebook	Provided Respondent with information and education.
Staff	Staff	Informal	Age	Discriminatory recruitment	No follow-through by Complainant.
Students	Staff	Informal	Sexual harassment	Hugging, kissing, telephoning, unwelcome observations regarding appearance	Provided information and education to Respondent.
Other	Students	Informal	Sexual harassment	Discussion of sexual subject matter without association to class subject matter	Worked with department to ensure all classroom facilitators receive information and education.
Student	Student	Informal	Sexual harassment	Inappropriate remarks	Provided information and education to Respondent.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments	Provided information and education to parties.
Other	Unknown	Informal	APM015	Inappropriate relations	No evidence to support that allegations are occurring on UCI campus or involve a UCI faculty member.
Staff	Staff	Informal	Sexual harassment	Unwelcome comments and touching	Provided information and education to parties; provided department training.
Faculty	Faculty	Informal	Sex, retaliation	Inappropriate tenure review, bullying, lack of teaching assistant support.	Information provided to Complainant to address concerns. Renewed TA support practices.
Student	Student	Informal	Sexual harassment	Sexually explicit, insulting and aggressive on-line communications	Provided information and education to Respondent.

* Investigation was conducted by the Office of Student Conduct in consultation with the Office of Equal Opportunity & Diversity.

Appendix A

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Staff	Faculty; Student	Informal	Consensual relationship; APM 015	Inappropriate consensual relationship	Provided information and education to Respondents.
Student	Student	Informal	Sexual harassment	Unwelcome comments, looks, and touch	Provided information and education to Respondent. No follow-through by Complainant.
Student	Student	Informal	Sexual harassment, retaliation, and discrimination/religion.	Hostile environment	Information provided to Complainant and Respondent. Concerns resolved.
Staff	Staff	Informal	Disability	Denied family medical leave; treated differently after requesting family medical leave	No follow-through by Complainant.
Student	Students	Informal	Sexual harassment, retaliation	Offensive comments and name-calling.	Provided information, education, and training to Respondents.
Anonymous	Staff	Informal	Equal employment opportunity	Nepotism	No evidence to substantiate allegation.
Staff	Staff	Informal	Sexual harassment	Unwelcome comments and photos	Provided information and education to Respondent.
Student	Staff	Informal	National origin, religion	Unfair treatment, lack of diversity in department	No prima facie case. Referred to Ombudsman Office.
Other	Department	Informal	National origin	Not selected for interview	No follow-through by Complainant.
Student	Faculty	Informal	Sexual harassment	Inappropriate comments and touching	Provided information and education to Respondent.
Other	Faculty; Student	Informal	APM015	Inappropriate consensual relationship	Provided information and education to Respondents.
Student	Students	Informal	Sexual harassment	Posting sexually harassing messages	Provided information and education to Respondents.
Student	Faculty; Student	Informal	APM 015	Inappropriate consensual relations	Conducted inquiry, no evidence to substantiate allegation. Provided information and education to Respondents.
Student	Staff	Informal	Sexual harassment	Touching on shoulders and arms, invading personal space	Provided information and education to Respondent.
Other	Staff	Informal	Sexual harassment	Looks at women's chests when talking with them	Provided information and education to Respondent. Also referred Respondent to resources.
Students	Student	Informal	Sex	Offensive comments	Handled by Student Conduct. Provided information packet to Complainants.
Faculty	Faculty	Informal	Race	Unfair recruitment/promotion	Pending.
Staff	Staff	Informal	Race, age	Bullying, discrimination	No follow-through by Complainant.
Student	Students	Informal	Race	Use of "N" word	Parties developed restorative justice agreement.
Staff	Staff	Informal	Sexual harassment	Inappropriate touching	Provided education and information to Respondent with a supervisor present.
Student	Faculty	Informal	Disability	Denied accommodation of a service animal	Provided information to Complainant. No follow-through by Complainant.
Staff	Staff	Informal	N/A	Hostile work environment	Referred to other offices.
Students	Student	Informal	Race	Inappropriate remarks	Provided information and education to Respondent.
Student	Student	Informal	Sexual harassment	Staring, following	Provided information and education to Respondent.
Student	Faculty	Informal	National origin	Inappropriate comments	Provided information and education to Respondent.
Student	Student	Informal	Sexual harassment	Sexual harassment and aggressive remarks	Provided information and education to Respondent.

Appendix A
SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Student	Other	Informal	Sexual harassment	Inappropriate comments of a sexual nature	Respondent services discontinued.
Faculty	UCI	Informal	National origin	Denial of teaching assistantship to his graduate student	Reviewed procedures and facilitated communication between parties.
Staff	Staff	Informal	Sexual harassment	Co-workers holding hands	Provided professional boundaries information to Respondents with supervisor present.
Staff	Staff	Informal	N/A	Bullying	Department issued Respondent a counseling memo. Facilitated communication between department and Complainant.
Faculty	Faculty	Informal	Race	Inequitable treatment	Referred to Ombudsman Office.
Staff	Staff	Informal	Retaliation, sexual harassment	Unfair counseling memo, inappropriate conversation of a sexual nature	Complainant decided to pursue the matter through other venues, as Complainant perceived no discrimination or sexual harassment was involved.
Staff	Staff	Informal	Sexual harassment	Inappropriate touching	Provided education and information to Respondent with a supervisor present. Provided training for department staff.
Student	Department	Informal	National Origin	Inappropriate placement in two-track "heritage" system for language classes	Provided information to Complainant. Provided recommendation to department.
Staff	Staff	Informal	Age	Discriminatory recruitment	No follow-through by Complainant.
Student	Student	Informal	Sexual harassment	Stalking, threat	Referred to and investigated by UCIPD. Respondent met with Student Conduct Officer.
Faculty	Unknown; Department; Other	Informal	Sex	Sexual assault, unfair treatment	Referred to Human Resources Conflict Resolution Services and Campus Assault Resources and Education.
Staff	Staff	Informal	Sexual harassment	Attention to chest	Provided information and education to Respondents.
Student	Faculty	Informal	Sexual harassment	Unwelcome comments	No follow-through by Complainant.
Staff	Staff	Informal	Race, retaliation	Treated differently	Issues addressed by department.
Staff	Staff	Whistleblower	Sex	More advancement opportunities for men than women	No violation of policy found.
Faculty	Faculty	Whistleblower	Race, national origin	Disparate treatment, harassment	No violation of policy found.
Faculty	Faculty	Whistleblower	Sex, retaliation	Disparate treatment in promotion and tenure	No violation of policy found
Staff	Staff	Whistleblower	Equal employment opportunity	Lack of recruitment, improper recruitment, salary inequity	Violation of recruitment policy found in one instance. Respondent's contract ended.
Unknown	Staff	Whistleblower	Equal employment opportunity	Unfair employment practices	No violation of policy found.
Anonymous	Staff	Whistleblower	Consensual relationship	Inappropriate romantic/sexual relationship with a subordinate	Provided information and education to Respondents.

Appendix B
TRAINING AND EDUCATIONAL PROGRAMS

UNIT	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Academic Affairs	ADVANCE Program	Climate: Faculty & Staff Interactions	12	2	10		
Biological Sciences	Ecology & Evolutionary Biology; Neurobiology & Behavior; Development & Cell Biology	Sexual Harassment Prevention for Teaching Assistants	21			21	
Medical Center	Environmental Services	Sexual Harassment Prevention	28	28			
	Environmental Services	Sexual Harassment Prevention	40	40			
	Environmental Services	Sexual Harassment Prevention	11	11			
	Environmental Services	Sexual Harassment Prevention	9	9			
	Environmental Services	Sexual Harassment Prevention	15	15			
	Environmental Services	Sexual Harassment Prevention	9	9			
	Environmental Services	Sexual Harassment Prevention	14	14			
	Trauma/Surgical Services	Sexual Harassment Prevention and Diversity	20	20			
Medicine	Multiple Departments	Special Campus Diversity Event: Peruvian Medical Practices	81	7	7		67
	Ophthalmology	Campus Diversity	14	14			
Physical Sciences	Chemistry	Sexual Harassment Prevention	68			68	
	Physical Sciences	Managing Disabilities in the Academic Environment	15	15			
	Physics	Sexual Harassment Prevention	21			21	
Research	University Laboratory Animal Resources (ULAR)	Diversity & Intercultural Communication	27	27			
Social Sciences	Dean's Ambassador Group	Campus Diversity/Global Awareness	25			25	
Student Affairs	Administrative Intern Program	Gender Gap: Is There One?	25			25	
	Associated Students of UCI	Sexual Harassment Prevention	24			24	
	Associated Students of UCI	Sexual Harassment Prevention	7	1		6	
	Associated Students of UCI	Diversity & Intercultural Communication	24			24	
	Campus Recreation	Sexual Harassment Prevention	22	22			
	Child Care Services	Childcare Diversity Program (3 days)	42	42			
	Child Care Services	Workplace Diversity & Intergenerational Issues	42	42			
	Center for Educational Partnerships	Sexual Harassment Prevention	37			37	
	Housing	Campus Assault Response Team (CART) Overview	8	8			
	Housing	Executive Briefing: Costa Rica	19	4		15	
	Housing	Respeto, Sexual Harassment Prevention in Spanish	71	71			
	Housing	Respeto, Sexual Harassment Prevention in Spanish	40	40			
	Housing	Sexual Harassment Prevention	26			26	
	Housing	Sexual Harassment Prevention	11	3		8	
	National Society of Collegiate Scholars	Campus Diversity	15			15	
	National Society of Collegiate Scholars	Campus Diversity/Campus Safety	16		1	15	
Student Affairs	Executive Briefing for Chinese Delegates	35	32	3			

Appendix B
TRAINING AND EDUCATIONAL PROGRAMS

UNIT	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Student Affairs (cont'd)	Cambodian Awareness Organization; National Society of Collegiate Scholars	Professional Network/Communication	29	1		28	
	Student Health Center	AB1825 Sexual Harassment Prevention	72	72			
	Student Life and Leadership	Sexual Harassment Prevention	10			10	
	Student Life and Leadership	Sexual Harassment Prevention	7	1		6	
University Extension	Extension & Summer Session	Nondiscrimination and Hiring	18	18			
	Extension & Summer Session	Nondiscrimination and Hiring	13	13			
UCI	Business Officers Institute	Understanding the Office of Equal Opportunity & Diversity	38	38			
	Multiple Departments	AB1825 Sexual Harassment Advisors Refresher	18	18			
	Multiple Departments	AB1825 Sexual Harassment Prevention	22	16	4		2
	Multiple Departments	AB1825 Sexual Harassment Prevention	15	15			
	Multiple Departments	AB1825 Sexual Harassment Prevention: Life Theatre	50	36	14		
	Multiple Departments	AB1825 Sexual Harassment Prevention: Life Theatre	56	43	13		
	Multiple Departments	Campus Conversations: Promoting Diversity throughout the Academic Career	17	9	8		
	Multiple Departments	Campus Conversations: The State of Faculty & Student Diversity at Engineering Schools	18	10	3	5	
	Multiple Departments	Diversity Development Program (10 sessions)	30	29	1		
	Multiple Departments	Diversity in Medicine (10 sessions)	80	2	3	75	
	Multiple Departments	Diversity in Medicine Leadership (5 sessions)	16	12	2	2	
	Multiple Departments	Equal Employment Opportunity & Your Role as a Supervisor	15	15			
	Multiple Departments	Equal Employment Opportunity & Your Role as a Supervisor	20	20			
	Multiple Departments	Managing Disabilities in the Academic Environment	40	40			
	Multiple Departments	Meeting the Needs of Diverse Students	42	12	5		25
	Multiple Departments	Sexual Harassment Prevention	26			26	
	Multiple Departments	Workplace Intergenerational Issues	20	20			
	Religious Diversity Forum	The Contributions of Women to the Interfaith Movement	32	2	3	19	8

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.