

# **Annual Report**

**2014-2015**

**OEOD**

*Advancing Inclusive Excellence*

**The Office of Equal Opportunity and Diversity (OEOD)** works to ensure UCI's compliance with federal and state laws and University policies regarding discrimination, harassment, retaliation, and sex offenses. OEOD also works to promote and integrate the principles of equal opportunity, affirmative action, nondiscrimination, and inclusion.

OEOD provides a neutral avenue for students, faculty, staff, and those conducting business with the University to explore diversity-related topics and address matters related to equal opportunity, discrimination, harassment, retaliation, and sex offenses.

## **OEOD Services**

Examples of OEOD's services and programs include:

- Addressing complaints of discrimination, harassment, retaliation, and sex offenses on campus and at the medical center through informal resolution or formal investigation.
- Responding to complaints filed with outside agencies including the California Department of Fair Employment and Housing, the U. S. Equal Employment Opportunity Commission, and the Office of Civil Rights under the U. S. Department of Education.
- Offering a variety of training programs and workshops on harassment and discrimination prevention, sex offenses and bystander intervention, diversity, and cultural awareness for students, faculty, and staff.
- Assisting UCI departments in adhering to nondiscrimination and affirmative action guidelines during faculty and staff recruitment and other employment processes.
- Compiling data for the annual affirmative action plan and other organizational analyses.
- Providing support for faculty and staff career development and UCI diversity initiatives.

**Questions about OEOD's Annual Report can be directed to:**

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**To obtain additional copies of this report, go to [www.oeod.uci.edu/report](http://www.oeod.uci.edu/report).**

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

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# 2014-15 Highlights

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## UCI Sex Offense Response Symposium

The Office of Equal Opportunity and Diversity hosted a Sex Offense Response one-day symposium, where campus partners (UC Irvine Police, Campus Assault Resources and Education, Campus Clinical Social Worker, the Office of the Ombudsman, the Office of Student Conduct, Campus Counsel, Housing, Student Life & Leadership and Community Service Programs) came together for an in-depth discussion of best practices and collaborations in our University response to sexual violence.

The program covered guidelines, roles, and tips for reporting and responding to reports of sex offenses. Highlights from the day included:

- Thorough explanation of the administrative and criminal investigative processes;
- Discussion about the barriers that investigators encounter;
- Review of extensive resources available to the parties involved;
- How to support a survivor and use a trauma-informed approach.

As new policies and laws are implemented, the Office of Equal Opportunity and Diversity will continue to develop education and collaboration opportunities for our many campus partners who work together to efficiently report and respond to sex offenses.



## Diversity Affinity Groups: Working Together



OEOD has worked to support and investigate campus diversity affinity groups, including the Academic and Professional Women of UCI; the Asian American Faculty and Staff Association; the Black Faculty and Staff Association; the Chicano/Latino Staff Association; the Faculty and Staff Veterans Association; the Lesbian, Gay, Bisexual, Transgender Staff/Faculty Network; and the Native American Faculty and Staff Association.

## Sexual Violence Task Force: Implementing Strategies

In June 2014, UC President Janet Napolitano formed a *Task Force for Preventing and Responding to Sexual Violence*, seeking to create a consistent and transparent model to be utilized on all UC campuses. UCI served as an active participant on the Taskforce and its workgroups. The September 2014 Task Force reports to the Board of Regents made recommendations regarding Response, Reporting, Prevention, Education, and Advocacy. As a recognized leader in the area of sexual violence prevention and response, UCI implemented many of the recommended initiatives prior to the formation of the Taskforce. UCI's efforts are described in greater detail in Appendix A.

## New Face: Teaming Up for Progress



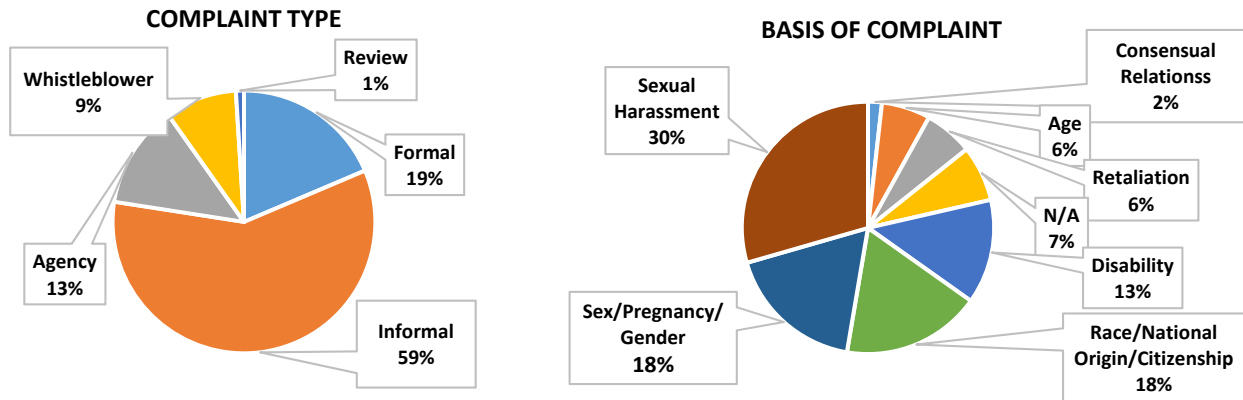
May Wang recently joined the Office of Equal Opportunity & Diversity in June 2015. She is responsible for overseeing general office administrative operations, including database case management and departmental budgeting. May came to UCI after 13 years at a local private technology company. She received her B.A. at University Mackenzie in São Paulo, Brazil, and brings with her a wealth of skills including fluency in Mandarin Chinese, Portuguese and Spanish.

# Complaint Resolution

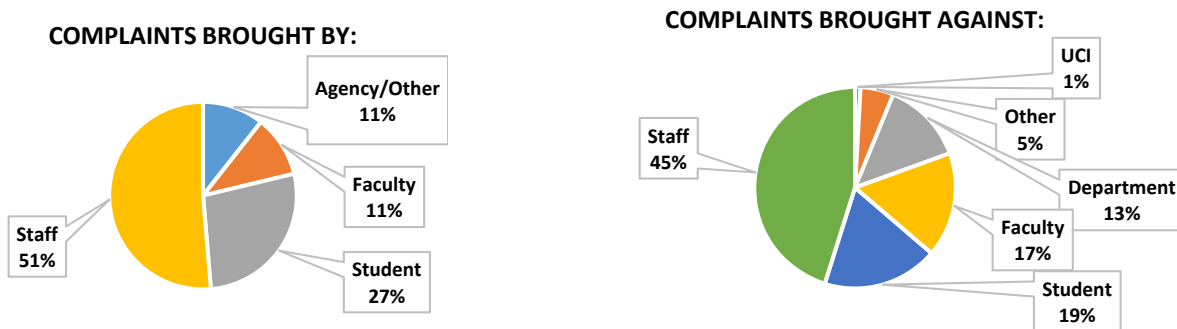
All persons who participate in University of California, Irvine programs and activities have the right to work and learn together in an atmosphere free of discrimination, harassment, retaliation, and sex offenses. The charts below provide an overview of OEOD's statistics for the 2014-2015 year<sup>1</sup>. Complaints received by OEOD can be **formal**, **informal**, or from an **outside agency**.

**Whistleblower** and **campus climate** complaints that allege discrimination, harassment, retaliation or sex offense are forwarded to OEOD for review and possible investigation. In addition, OEOD receives **inquiries** (requests for information or referrals, or initial contacts that may eventually result in a complaint).

During the 2014-15 year, OEOD received 102 complaints of discrimination or sexual harassment and 158 inquiries. As has generally been the case, the majority of these complaints were informal, which means a member of the UCI community sought assistance in resolving their matter without investigation. Sexual harassment continued to be the top basis of complaints OEOD received followed by race/national origin/citizenship status and sex/pregnancy/gender.



Complaints brought by staff accounted for 51% of the complaints OEOD received, followed by student complaints (27%). Faculty complaints totaled approximately 11%. Complaints from other sources (agency, anonymous, applicants, vendors, patients, etc.) accounted for the remaining 11%. Staff accounted for 45% of the respondents. Complaints against students were 19%, and those against faculty were 17%. In some cases, complaints were brought against a department, the university, or an outside or unknown source, accounting for the remaining 19%.



Refer to Appendix B for a brief description of each complaint of harassment, discrimination or retaliation that OEOD received in 2014-15.

<sup>1</sup> Sex offenses statistics are reported on pages 8.



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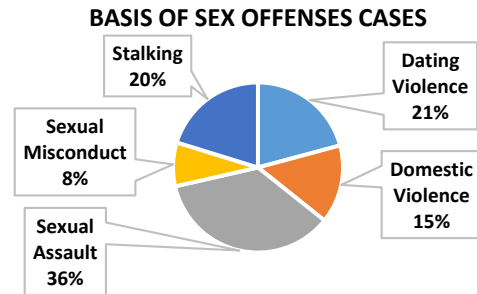
# Sex Offenses

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OEOD is committed to creating and maintaining an environment in which all persons who live, work, and learn in our campus community can be free of all forms of sexual assault, sexual misconduct, domestic violence, dating violence, stalking, and retaliation.

In 2014-15, UCI received **168** notices of sex offenses involving UCI students, faculty and staff. Most of these individuals requested remedial assistance, such as no contact orders, changes to housing, academic or work schedules, social work referrals, counseling, and victim advocacy services. Approximately **14%** of these individuals chose to pursue an OEOD investigation. Violations were found in **46%** of these formal cases. Sanctions for students found

in violation of the University Policy ranged from probation to expulsion.



**Thirty-six** percent of the sex offense-related cases reported to OEOD involved allegations of sexual assault and another **36%** alleged dating or domestic violence.

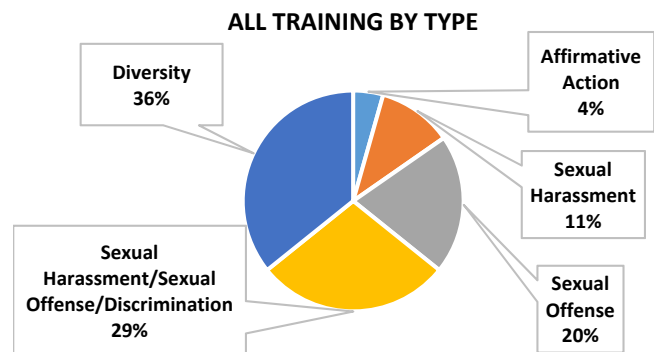
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# Training and Educational Programs

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In 2014-15, OEOD conducted **139** workshops and training programs, reaching an audience of **5,738** individuals throughout the campus and the medical center. The chart below shows the types of programs OEOD provided.

As an alternative to the UC two-hour online AB1825 course, OEOD continued to provide instructor-led workshops and Life Theatre performances<sup>2</sup> to satisfy the requirements of this California law mandating sexual harassment prevention education for all supervisors, including all faculty. Online sexual harassment prevention training for non-supervisory employees, teaching assistants, and students, reached **509** individuals in 2014-15.



Refer to Appendix C for a list of all training programs delivered by OEOD in 2014-15.

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<sup>2</sup> Life Theatre utilizes professional actors to dramatize real life scenarios and is an educational alternative to instructor-led and online courses.

## AB1825 Compliance

The table below illustrates each unit's compliance with California law AB1825 as of June 30, 2015. With a 93% compliance rate, UCI continues to surpass the system wide compliance average of 86%.

Unit/School	Total	Satisfied	Percentage Completed
Graduate Division	16	16	100%
Library	67	67	100%
Social Ecology	88	88	100%
University Advancement	93	93	100%
Medical Center	462	454	98%
Office of Information Technology	111	109	98%
Office of Academic Affairs*	49	48	98%
Division of Undergraduate Education	40	39	98%
Biological Sciences	146	142	97%
Arts	125	121	97%
Education	90	87	97%
Administrative & Business Services	157	150	96%
University Extension & Summer Sessions	63	60	95%
Student Affairs	249	237	95%
Office of Research	81	77	95%
Health Sciences**	66	62	94%
Chancellor's Office***	176	165	94%
Humanities	319	295	92%
School of Medicine	993	916	92%
Physical Sciences	210	191	91%
Information and Computer Sciences	96	85	89%
Engineering	180	159	88%
Social Sciences	196	165	84%
Business	135	103	76%
Law	72	52	72%
<b>UCI TOTAL</b>	<b>4280</b>	<b>3981</b>	<b>93%</b>

\* Includes Office of Technology Alliances and University Ombudsman.

\*\* Includes Nursing Science, Pharmaceutical Sciences, and Public Health.

\*\*\* Includes Human Resources, Office of Equal Opportunity & Diversity, Public Records Office, Athletics & Bren Center.



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# Affirmative Action Programs

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As a federal contractor, UCI must take affirmative action to promote the full realization of equal opportunity in employment for women, minorities, protected veterans, and individuals with disabilities. Federal regulations also require that UCI maintain and annually update a written affirmative action plan that compares the actual representation of these populations in our workforce to their expected representation based on their availability (utilization analysis).

In 2014-15, the federal regulations for affirmative action changed, mandating new requirements for federal contractors, such as:

- The addition of sexual orientation and gender identity as protected categories in employment decisions. Generally, this change was not a concern for UCI, as the UC nondiscrimination policy regarding employment already included those categories. The EEO tagline used in job advertisements had to be modified to also list sexual orientation and gender identity.
- The collection and reporting on representation and selection of individuals with disabilities and protected veterans in recruitments. 2014-15 is the transition year for the collection of the data and reporting will begin in 2015-16.
- The inclusion of utilization analysis for individuals with disabilities by job group in the affirmative action plan. With employees typically underreporting if they currently or formerly had a disability, many job groups reflect underutilization of individuals with disabilities as compared to the federally-set availability of 7%.

In consultation with outside counsel, UCI revised its job groups in 2014-15, resulting in a greater number of job groups that better reflect various ranks and functions. Utilization analysis statistics by job group are provided in Appendices D, E and F based on the one whole person standard and two standard deviations<sup>1</sup>. UC Irvine, for its internal planning and progress goals, including this report, uses the more inclusive one whole person standard.

For any job group where underutilization has been identified, a placement goal is set equal to the expected availability percentage. For example, the estimated availability for Asians in the deans and provosts job group at UCI is 13% (N>2). The actual representation of Asians in that job group is 0% (N=0). Hence, a placement goal of 13% is set for Asians in that job group.

## Statistical Highlights

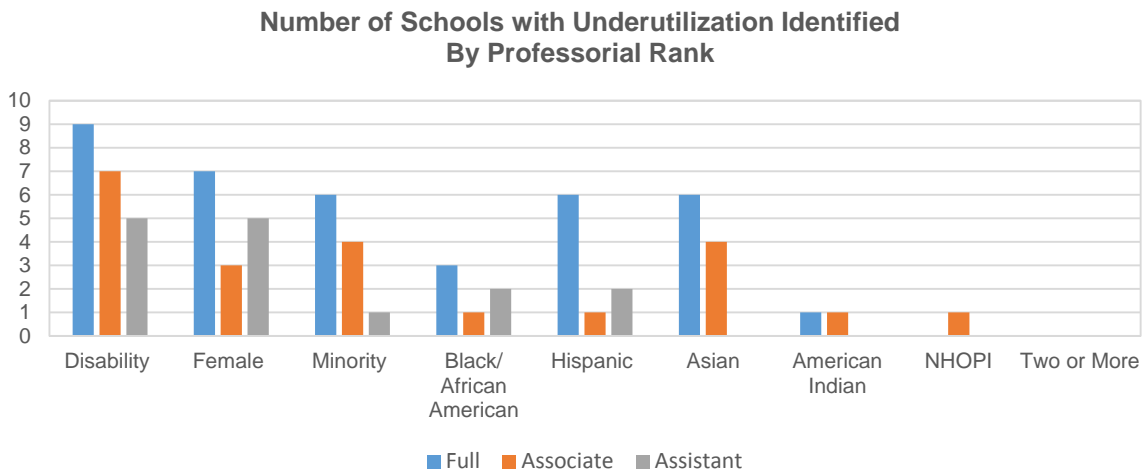
In 2014-15, in reviewing UCI's **ladder-rank faculty** workforce, women, individuals with disabilities, and all minority groups were identified as underutilized in the Full Professor rank. There were fewer areas of underutilization identified in the Associate and Assistant Professor ranks. In all ranks, individuals with disabilities, women, Blacks/African Americans and Native Hawaiians/Other Pacific Islanders<sup>2</sup> (NHOPI) were underutilized.

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<sup>1</sup> Three different standards are used and accepted across the nation: any difference rule, whole person standard, and two standard deviations. UCI uses the more inclusive one whole person standard for setting and assessing internal planning and progress goals. Two standard deviations results are included for base federal regulation compliance.

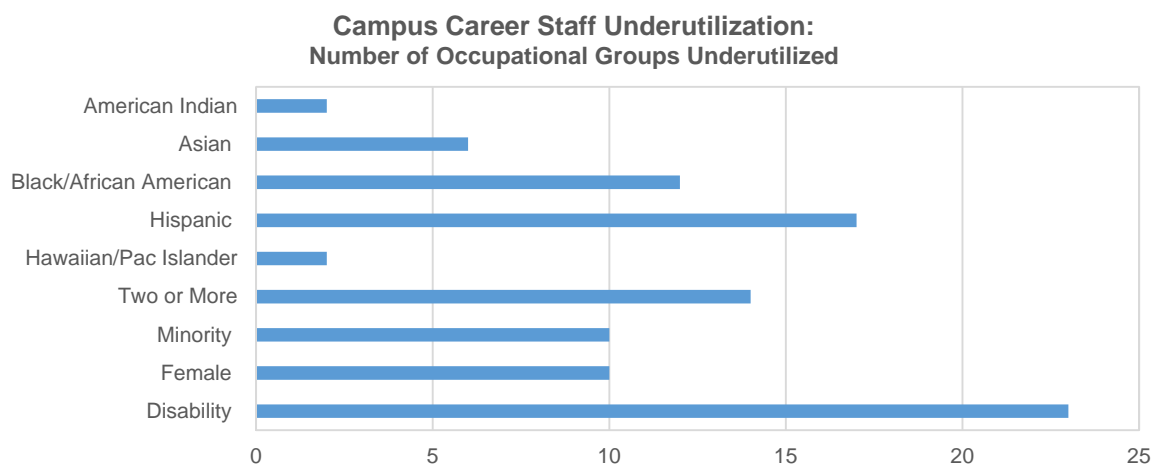
<sup>2</sup> This is the first year that Native Hawaiians/Other Pacific Islanders are reported separately from Asians.

When reviewing utilization across UCI’s schools, women in the Full Professor rank were underutilized in eight of the 13 academic units. The number of academic units where underutilization by race/ethnicity, sex and disability status was identified is presented in the following chart:



In the Deans and Provosts job group, women, Asians, minorities as a group, and individuals with disabilities were identified as underutilized compared to availability. Detailed academic areas of underutilization and placement goals for these and additional academic job groups are provided in Appendix D.<sup>3</sup>

In 2014-15, UCI had 111 **campus career staff** job groups. For the purposes of this report, these job groups were consolidated into 37 occupational groups. Individuals with disabilities were identified as underutilized in 23 of these occupational groups, Hispanics in 17, and Blacks/African Americans in 12. Notably this year, “Two or more” was reported as its own category; “Two or more” includes those who identify with multiple races/ethnicities, which was identified as underutilized in 14 of these campus occupational groups<sup>4</sup>.

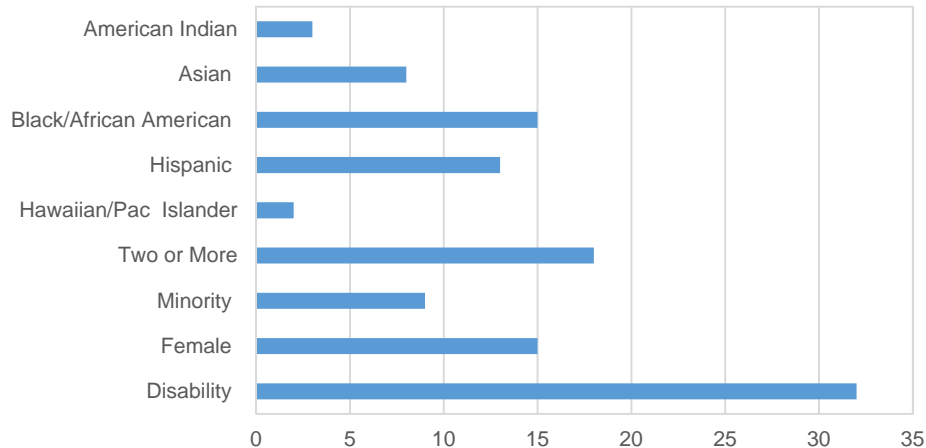


<sup>3</sup> Available in the Office of Equal Opportunity and Diversity during regular business hours.

<sup>4</sup> The payroll/personnel system did not collect “two or more” race/ethnicity categories for affirmative action reporting prior to Fall 2014.

At the **medical center**, of the 46 career staff job groups, individuals with disabilities were underutilized in 32 job groups, while women and Blacks/African Americans were identified as underutilized in 15 job groups each. Similar to the campus staff, a large number of job groups (N=18), reflected underutilization of those who identify with two or more races/ethnicities.

**Medical Center Career Staff Underutilization:  
Number of Occupational Groups Underutilized**



Detailed career staff areas of underutilization and placement goals are provided in Appendix E (campus) and Appendix F (medical center).<sup>5</sup>

### **Good Faith Efforts**

OEOD took the following affirmative actions in support of UCI’s good faith efforts to ensure equal opportunity in employment:

- Provided partial funding for two Chancellor's ADVANCE Postdoctoral Fellowships.
- Contracted with Inside Higher Ed for unlimited job postings by UC Irvine (academic and non-academic positions) 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.
- Placed diversity-related recruitment ads in publications that serve diverse populations.
- Provided administrative and marketing support to UCI employee diversity affinity groups.
- Co-sponsored the registration fees along with University Extension for UCI employees to enroll in and complete the Workplace Spanish or Spanish in Healthcare courses.
- Developed and implemented a multi-session program for limited-English proficient employees working the night shift.
- Trained supervisors on equal opportunity, affirmative action, and diversity considerations that impact recruitment and other employment decisions through the UCI Core Supervision Certificate Program.
- Briefed campus constituents on new affirmative action regulations released by the U. S. Department of Labor’s Office of Federal Contract Compliance Programs.

<sup>5</sup> Available in the Office of Equal Opportunity and Diversity during regular business hours.

# Appendix A

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## Appendix A. UC Irvine's Progress on UC Task Force Recommendations for Preventing and Responding to Sexual Violence

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- **Recommendation 1: Establish a consistent “response team” model at all campuses, January 2015**

UCI established its Case Management Team (CMT) in 2012. This team delivers a highly collaborative and comprehensive response to reports of sexual violence in our campus community. This team continues to ensure the effective investigation of incidents and the coordination of information and support resources to those impacted by sexual violence. Members of CMT include representatives from UCI Police Department, CARE, Campus Counsel, the Office of Student Conduct, and OEOD.

- **Recommendation 2: Adopt system wide, standard investigation and adjudication standards, July 2015**

In Fall 2013 OEOD assumed responsibility for all administrative investigations of sexual assault, dating and domestic violence, and stalking at UCI. To ensure the effective reporting, investigation, and adjudication of these cases, UCI implemented the [UCI Guidelines for Reporting and Responding to Reports of Sex Offenses](#) and the [Student Conduct Process for Discrimination, Harassment and Sex Offenses](#). These policies outline UCI's investigation and adjudication procedures and are consistent with the recommendations of the Task Force.

Additionally, during the 2014-2015 academic year OEOD's investigators each attended more than 40 hours of training on investigating sexual violence cases. These trainings included information on the Clery Act, Violence Against Women Act, and Title IX, as well as trauma-informed and sensory-based investigatory methods.

- **Recommendation 3: Develop a comprehensive training and education plan, July 2015**

During the 2014-2015 academic year OEOD, in partnership with Campus Assault Resource and Education (CARE), launched a comprehensive training initiative. This training initiative included the incorporation of sexual violence prevention and response into existing in-person and online sexual harassment trainings. In-person trainings were provided to all incoming undergraduate and graduate students, as well as residential life staff, academic departments, Management Services Officers, Athletics, Greek Life organizations, and newly hired faculty.

During the 2015-2016 academic year OEOD and CARE will supplement their robust in-person trainings with a dynamic suite of online sexual violence prevention and response trainings designed specifically for students, faculty, and staff.

- **Recommendation 4: Implement a comprehensive communication strategy to educate the community and raise awareness about UC programs, January 2015**

During the Fall of 2014, UCI officially launched its Sexual Violence Prevention & Response website (<http://soinfo.uci.edu/>). This website is a resource to anyone in the campus community who has questions and concerns regarding sexual violence. The site contains policies, procedures, resources, and helpful information.

Additionally, OEOD continues to work with campus partners such as Strategic Communications, CARE, and UCIPD to provide timely education and information to the campus community.

- **Recommendation 5: Establish an independent, confidential advocacy office for sexual violence and sexual assault on each campus, January 2015.**

The CARE office, in collaboration with Community Service Programs, Inc. (CSP), has been providing confidential advocacy services to UCI since 2005. During the 2014-2015 academic year, UCI increased the on-campus Advocate's position to full time and coordinated a 24-hour advocate service for students.

- **Recommendation 6: Establish a comprehensive system wide website with campus customization capabilities, January 2015**

During the 2014-2015 academic year, UCI officially launched its Sexual Violence Prevention & Response website (<http://soinfo.uci.edu/>). This website is a resource to anyone in the campus community who has questions and concerns regarding sexual violence, including reporting options. The site also contains policies, procedures, resources, and other helpful information.

- **Recommendation 7: Initiate/develop a system wide standard data collection system, July 2015**

Per the recommendation of the Task Force, OEOD began reporting campus-specific sexual violence data, without any personally identifying information, to the Office of the President. The goal of the data collection is to identify trends so that prevention and response efforts may be continually improved.



# Appendix B

**Appendix B**  
**DISCRIMINATION/SEXUAL HARASSMENT CASES**

<b>Complainant</b>	<b>Respondent</b>	<b>Complaint</b>	<b>Basis</b>	<b>Allegations</b>	<b>Status</b>
Staff	Department	Agency	Disability	Non-accommodation, laid off	Pending
Staff	Department	Agency	Retaliation, Disability, Medical Condition, FMLA	Denied good faith interactive process, counseling memo	Settlement agreement
Staff	Department	Agency	Age, Disability, National Origin, Retaliation	Laid off, language use restrictions	Agency closed by request of Complainant. Issued immediate right to sue
Staff	Department	Agency	Age, Sex	Demotion	Pending
Staff	Staff	Agency	Disability	Non-accommodation	Pending
Staff	Staff	Agency	Disability	Non-accommodation	Case closed by agency, right to sue letter issued
Staff	Department	Agency	Race	Termination	No violation of policy found
Staff	Department	Agency	Retaliation	Termination	No violation of policy found
Staff	Department	Agency	Age, Retaliation	Laid off	Pending
Staff	Staff	Agency	Disability	Termination	Agreement signed by UCI
Staff	Staff	Agency	Disability	Non-accommodation	No violation of policy found
Staff	Department	Agency	Retaliation, Disability	Constructive discharge, differing treatment	No violation of policy found
Faculty	Department	Agency	Sex, Disability, Retaliation	Denied tenure, discharged	No violation of policy found
Staff	Faculty; Staff	Formal	Age, Sex, Retaliation	Unfair treatment, denial of staffing and reclassification	Complainant withdrew complaint
Staff	Faculty; Department	Formal	Disability	Non-accommodation, unfair treatment	No violation of policy found
Staff	Staff	Formal	Disability	Unfair treatment, not fully restored to previous position	No violation of policy found
Staff	Staff	Formal	Disability, Age, Sexual Harassment	Poor performance evaluation	No violation of policy found
Staff	Staff	Formal	Gender, Age, Retaliation, National Origin	Unfair treatment, harassment	No violation of policy found
Staff	Staff	Formal	National Origin	Differing treatment, hostile work environment	No violation of policy found
Faculty	Faculty	Formal	Race	Undermining program, hostile environment, disparate treatment, disparate impact	No violation of policy found
Staff	Staff	Formal	Race	Laid off, inappropriate comments, retaliation	No violation of policy found
Faculty	Faculty	Formal	Race, National Origin	Discrimination	No violation of policy found
Staff	Staff	Formal	Sex, Retaliation	Denied work assignments	No violation of policy found
SHO	Staff	Formal	Sexual Harassment	Inappropriate comments	Violation of policy found. Prohibited from university employment, programs, organizations and use of university facilities; hold on transcript
Staff	Staff	Formal	Sexual Harassment	Inappropriate comments	Violation of policy found. Mailed out finding notification letter

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Staff	Staff	<b>Formal</b>	Sexual Harassment	Inappropriate comments, touching	Respondent 1: Violation of policy found Respondent 1 terminated Respondent 2: No violation of policy found
Student	Student	<b>Formal</b>	Sexual Harassment	Propositions, inappropriate comments, grabbing	Violation of policy found. Disciplinary probation for duration of enrollment
Student	Student	<b>Formal</b>	Sexual Harassment	Repeatedly approached women, held their hands	Violation of policy found. Respondent placed on assigned required education
SHO	Student	<b>Formal</b>	Sexual Harassment	Hostile environment	Violation of policy found. Respondent placed on disciplinary probation; no contact order issued
Staff	Staff	<b>Formal</b>	Sexual Harassment, Race	Inappropriate comments, inappropriate behavior	Violation of policy found. Respondent terminated
Staff	Staff	<b>Formal</b>	Sexual Harassment, Sexual Orientation, National Origin, Race, Stalking	Called sexually demeaning names/slurs, hostile environment, inappropriate comments/behavior, gender-based comments, intimidation	Respondent 1: Violation of policy found Respondent 1 terminated Respondent 2: No violation of policy found
Non-faculty academic	Faculty	<b>Formal</b>	Pregnancy	Reduction in time, appointment not renewed	No violation of policy found
Staff	Staff	<b>Informal</b>	Age	Attempt to replace with a younger staff member	Provided information to Complainant. No follow-through by Complainant
Staff	Staff	<b>Informal</b>	Citizenship, Race	Offensive racial language	Provided resolution assistance to Complainant
Other	Faculty; non-faculty academic	<b>Informal</b>	Consensual Relations	Improper relationship	Provided information and education to Respondents
Student	Department	<b>Informal</b>	Disability	Differential accommodation	Department provided accommodation
Student	Department	<b>Informal</b>	Disability	Denied requested housing accommodation	Parties reached agreement
Student	Faculty; Department	<b>Informal</b>	Disability	Non-accommodation	Accommodation provided
Student	Students	<b>Informal</b>	Disability	Retraction of pledge bid	Provided information and education to Respondents
Staff	Staff	<b>Informal</b>	Disability	Non-accommodation	Provided information and education to Respondent. Parties reached accommodation agreement
Staff	Staff	<b>Informal</b>	Disability	Denied pregnancy accommodation, bullying	Reasonable accommodation offered
Staff	Staff	<b>Informal</b>	Disability	Non-accommodation	Complainant provided accommodation
Staff	Faculty	<b>Informal</b>	Gender	Disparate hiring	Provided information and resources to Complainant
Student	Staff	<b>Informal</b>	Gender	Unfair treatment	Provided information and education to Respondent and provided training to department
Faculty	Faculty	<b>Informal</b>	Gender	Disparate treatment	Provided information and education to Respondent
Student	Faculty	<b>Informal</b>	Gender identity	Inappropriate comments	Pending
Students	Faculty	<b>Informal</b>	Gender, Sex	Inappropriate comments in class, shared sexist comics	Provided information and education to Respondent
Staff	Staff	<b>Informal</b>	National Origin	Bullying, English-only policy	Provided resources to Complainant. Provided information and education to Respondent

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<b>Complainant</b>	<b>Respondent</b>	<b>Complaint</b>	<b>Basis</b>	<b>Allegations</b>	<b>Status</b>
Staff	Staff	<b>Informal</b>	National Origin	Bullying, English-only policy	Provided resources to Complainant. Provided information and education to Respondent
Student	Student	<b>Informal</b>	N/A	Threatening conduct	Complainant's request to other housing area granted
Student	Faculty	<b>Informal</b>	National Origin	Unauthorized video taping and posting	Referred to Student Affairs
Other	Department	<b>Informal</b>	Pregnancy	Denial of deferment of admission	Resolved by department
Faculty	Faculty	<b>Informal</b>	Race	Inappropriate comments, email distribution	Referred to Human Resources and Dean for resolution
Staff	Staff	<b>Informal</b>	Race	Inappropriate comments	Provided information and resources including a copy of policy to Respondent
Staff	Staff	<b>Informal</b>	Race	Unfair treatment, hours cut	Provided information and education to Respondent
Staff	Staff	<b>Informal</b>	Race	Inappropriate comments	Provided information and education to Respondent
Student	Staff	<b>Informal</b>	Race	Racial profiling, harassment	Pending
Student	Student	<b>Informal</b>	Race	Stereotypical comments and behavior	Provided information and education to Respondent
Student	Student	<b>Informal</b>	Race	Harassing comment in residence hall	Provided information and education to Respondent
Students	Students	<b>Informal</b>	Race	Racial slur	Provided information and education to Respondent
Student	Staff	<b>Informal</b>	Race, Retaliation	Unfair treatment, hostile environment	Provided information and education to Respondent
Staff	Staff	<b>Informal</b>	Race, Sex	Inappropriate comments	Provided information and education to Respondent
Faculty	Department	<b>Informal</b>	Sex	Fear of being removed from position, inappropriate comments, FMLA medical reason exposed, adverse action for taking leave	Human Resources addressed with Respondent
Staff	Staff	<b>Informal</b>	Sex	Disparate pay	UCIMC HR to give CP equity increase. DF waiting on final notification of increase
Student	Student	<b>Informal</b>	Sex	Inappropriate and threatening behavior	Provided information and education to Respondent
Student	Student	<b>Informal</b>	Sex	Shoved	Provided information and education to Respondent. No follow-through by Complainant
Student	Student	<b>Informal</b>	Sex	Harassing comments in class	Provided information and resources to Complainant. Department resolved issue
Student	Students	<b>Informal</b>	Sex	Inappropriate comments	Provided information and education to Respondents
Student	Students	<b>Informal</b>	Sex	Numerous requests for contact info, inappropriate staring	Provided information and education to Respondents
Faculty	Faculty	<b>Informal</b>	Sexual Harassment	Inappropriate comments	Provided information and education to Respondent
Student	Other	<b>Informal</b>	Sexual Harassment	Inappropriate remarks	Worked with department to provide information and education to Respondent and program participants

**Appendix B**  
**DISCRIMINATION/SEXUAL HARASSMENT CASES**

<b>Complainant</b>	<b>Respondent</b>	<b>Complaint</b>	<b>Basis</b>	<b>Allegations</b>	<b>Status</b>
Non-faculty academic	Non-faculty academic	<b>Informal</b>	Sexual Harassment	Yelled sexually charged names	No follow-through by Complainant. Provided information and education to Respondent
Staff	Staff	<b>Informal</b>	Sexual Harassment	Inappropriate conduct and comments	Provided information and education to Respondent also conducted department training
Staff	Staff	<b>Informal</b>	Sexual Harassment	Inappropriate conduct and comments	Provided resources and education to Respondent
Staff	Staff	<b>Informal</b>	Sexual Harassment	Hostile work environment, unwanted contact	Provided training to department
Staff	Staff	<b>Informal</b>	Sexual Harassment	Inappropriate comments, inappropriate touching	Provided information and training for department
Staff	Staff	<b>Informal</b>	Sexual Harassment	Unwanted calls and comments	Provided information, resources and education to Complainants and Respondent. Referred to Ombuds
Staff	Staff	<b>Informal</b>	Sexual Harassment	Inappropriate sexual comments	Provided information and education to Respondent. No follow-through by Complainant
Staff	Staff	<b>Informal</b>	Sexual Harassment	Inappropriate question and comments	Provided information and education to Respondent. Provided resources to both parties
Student	Staff	<b>Informal</b>	Sexual Harassment	Staring at chest	Provided information and education to Respondent
Staff	Staff	<b>Informal</b>	Sexual Harassment	Inappropriate consensual relationship.	Provided training to both parties
Staff	Staff	<b>Informal</b>	Sexual Harassment	Unwanted invitations	Provided information and education to Respondent
Student	Student	<b>Informal</b>	Sexual Harassment	Inappropriate physical contact and comments	Provided information and education to Respondent
Students	Student	<b>Informal</b>	Sexual Harassment	Unwanted sexual attention	Provided information and education to Respondent
Students	Student	<b>Informal</b>	Sexual Harassment	Unwanted attention	Provided information, education and resources to Respondent
Students	Student	<b>Informal</b>	Sexual Harassment	Staring, inappropriate gestures	Provided information, education and resources to all parties. No contact order issued
Student	Student	<b>Informal</b>	Sexual Harassment	Inappropriate relationships	No follow-through by Complainant
Student	Student	<b>Informal</b>	Sexual Harassment	Inappropriate comments	Provided training for program staff
Staff	Unknown	<b>Informal</b>	Sexual Harassment	Inappropriate flyers and posters of a sexual nature	Provided training for department
Staff	Staff	<b>Informal</b>	Sexual Harassment, Sex	Inappropriate sexual text	Provided information and education to Respondent
Other	Staff	<b>Informal</b>	Sexual Harassment, Retaliation	Inappropriate comments	Provided information and education to Respondent. Provided training for department
Staff	Staff	<b>Informal</b>	Sexual Harassment, Color	Hostile environment	Provided information and education to Respondent. No follow-through by Complainant
Faculty	Faculty	<b>Review</b>	EEO	Preferential treatment, conflict of interest	No prima facie case
Other	Faculty; Staff	<b>Whistleblower</b>	Consensual Relations	Inappropriate relationships	No violation of policy found

**Appendix B**  
**DISCRIMINATION/SEXUAL HARASSMENT CASES**

<b>Complainant</b>	<b>Respondent</b>	<b>Complaint</b>	<b>Basis</b>	<b>Allegations</b>	<b>Status</b>
Staff	Staff	<b>Whistleblower</b>	Age, Retaliation	Inappropriate termination	No violation of policy found
Anonymous	Staff	<b>Whistleblower</b>	Sexual Harassment	Crude comments and leering	Provided information and education to Respondent. No follow through by Complainant
Staff	Faculty	<b>Whistleblower</b>	N/A	Inappropriate conduct	No violation of policy found
Other	Faculty	<b>Whistleblower</b>	Sex	Stereotyped name calling, gender-based comments, intimidation	No violation of policy found
Staff	Staff	<b>Whistleblower</b>	Retaliation, Sex, Sexual Orientation	Harassment and negative employment action	Pending
Staff	Student	<b>Whistleblower</b>	Sexual Harassment	Inappropriate request	No violation of policy found
Faculty	Unknown	<b>Whistleblower</b>	Retaliation, Age	Denied opportunities	No violation of policy found
Staff	Staff	<b>Whistleblower</b>	Retaliation, Race, Gender	Hostile work environment, retaliation, disparate pay	No violation of policy found



# Appendix C

**Appendix C**  
**TRAINING AND EDUCATIONAL PROGRAMS**

Unit	Department	Presentation Title	Total	Staff	Faculty	Students	Other
Academic Affairs	Division of Undergraduate Education	Sexual Harassment and Sexual Offense Prevention	67	1		66	
	Library	Generational Differences	16	16			
	Public Health	Diversity and Global Health	54		1	53	
Administrative & Business Services	Facilities Management	Sexual Harassment Prevention	6	6			
Art	Art	AB1825: Sexual Harassment Prevention for Supervisors	70	2	12	56	
Biological Sciences	Biological Sciences Student Affairs	Sex Offense Prevention	69	69			
	Ecology & Evolutionary Biology	AB1825: Sexual Harassment Prevention for Supervisors	12			12	
Business	Global Business Association	Campus Diversity and Basic Conflict Across Culture	30			30	
Chancellor	Athletics	Intercultural Effectiveness	33	33			
	Office of Equal Opportunity and Diversity	Students Outreach the Community Through Needle Project for HIV Prevention	8			8	
Education	Education	Sexual Harassment, Sex Offense Prevention and Response	20	20			
Engineering	Electrical Engineering & Computer Science	Sexual Harassment Prevention and Diversity	140			140	
Extension	Extension	Campus Diversity & Communication across Cultures	14	14			
	Extension	Campus Diversity & Communication across Cultures	14	14			
	Extension	Sexual Harassment Prevention & Diversity	13			13	
	Extension	Sexual Harassment Prevention & Diversity	25	15		10	
	Extension	Sexual Harassment Prevention & Diversity	6	2		4	
	Extension	Sexual Harassment Prevention & Non- Discrimination	7			7	
Humanities	Academic English Program	What is OEOD & What's in it for Me?	21		21		
	Academic English Program	What is OEOD & What's in it for Me?	17		17		
	European Languages	Diversity Training	15	15			
Medical Center	Human Resources	Sex Offense Prevention and Response	7	7			
	Sterile Processing	Sexual Harassment Prevention & Non- Discrimination	7	7			
	Sterile Processing	Sexual Harassment Prevention & Non- Discrimination	12	12			
	Sterile Processing	Sexual Harassment Prevention & Non- Discrimination	12	12			
Medicine	Anesthesiology & Perioperative Care	Sexual Harassment Prevention & Non- Discrimination	28		2	26	
	Anesthesiology & Perioperative Care	Sexual Harassment Prevention & Non- Discrimination	32		20	12	
	Emergency Medicine	Sexual Harassment Prevention & Non- Discrimination	23		4	19	
	Gavin Herbert Eye Institute	Sexual Harassment Prevention & Non- Discrimination	20	20			
	Gavin Herbert Eye Institute	Sexual Harassment Prevention & Non- Discrimination	10			10	
	Internal Medicine	Sexual Harassment Prevention & Non- Discrimination	38		2	36	
	Multiple Departments	Protocol for Overseas Medical Mission	60			60	
	Multiple Departments	Sexual Harassment Prevention & Non- Discrimination	25		5	20	

**Appendix C**  
**TRAINING AND EDUCATIONAL PROGRAMS**

Unit	Department	Presentation Title	Total	Staff	Faculty	Students	Other
Medicine (cont'd)	Multiple Departments	Sexual Harassment Prevention & Non- Discrimination	16	3	13		
	Multiple Departments	Sexual Harassment Prevention & Non- Discrimination	26			26	
	Multiple Departments	Sexual Harassment Prevention & Non- Discrimination	50	50			
	Multiple Departments	Sexual Harassment Prevention, Sex Offense, Whistleblower, Non-Discrimination	150			150	
	Obstetrics and Gynecology	Sexual Harassment Prevention & Non- Discrimination	30		10	20	
	Orthopedic Surgery	Sexual Harassment Prevention & Non- Discrimination	16		1	15	
	Otolaryngology	Sexual Harassment Prevention & Non- Discrimination	10			10	
	Pathology	Sexual Harassment Prevention & Non- Discrimination	30	27	3		
	Pediatrics	Strategic Planning/Diversity	12	9	3		
	Pediatrics	Strategic Planning/Diversity	5	4	1		
	Perioperative Services	Sexual Harassment Prevention & Non- Discrimination	50	50			
	Physical Medicine and Rehabilitation	Sexual Harassment Prevention & Non- Discrimination	14		1	13	
	Plastic Surgery	Sexual Harassment Prevention & Non- Discrimination	15			15	
Office of Information Technology	Office of Information Technology (Human Resources Core Supervision Program)	EEO & Role as a Supervisor	31	31			
Other	Other	Global Awakening/Diversity: Why Should I Care?	310	10			300
	Other	Global Connect/Diversity: UCI High Schools Project with UCI School of Social Sciences	152	2			150
	Other	OLLI: Diversity Training - Osher Lifelong Learning, Mindfulness	40				40
	Other	Sex Offense Presentation	16	2			14
	Other	The Hunting Ground (Campus Sexual Assault Film/Panel)	40				40
	Other	Understanding Diversity Among Asians: Business Etiquette and Protocol	16		1	15	
	UCI Systemwide CARE Advocates	CARE Panel-Case Management Team	40	40			
Physical Sciences	Chemistry	Sexual Harassment, Discrimination, Sex Offense, Innappropriate Relations Prevention	64	2		62	
	Physics	Sexual Harrasment Prevention	25			25	
Social Ecology	Multiple Departments	Campus Response to Sex Offense	30		30		
Social Sciences	Multiple Departments	Religious Diversity and Discrimination	16			16	
	Multiple Departments	Sexual Harassment Prevention	105			105	
Student Affairs	ADVANCE	Stalking on College Campuses	14	2	10	2	
	Anteater Express	Sexual Harassment Prevention, Discrimination, Sexual Offense, Boundaries	4	4			
	Army Reserve Officers Training Corps	Sexual Harassment Prevention, Sex Offense, Discrimination	48	3		45	
	Associated Students of UCI	Consent	35			35	

**Appendix C**  
**TRAINING AND EDUCATIONAL PROGRAMS**

Unit	Department	Presentation Title	Total	Staff	Faculty	Students	Other
Student Affairs (cont'd)	Associated Students of UCI	Introduction to Diversity at the Workplace	80	80			
	Associated Students of UCI	Sex Offense Prevention	3			3	
	Associated Students of UCI	Sex Offense Prevention, Response	6	1		5	
	Associated Students of UCI	Sex Offense Prevention, Response	6	1		5	
	Associated Students of UCI	Sexual Harassment, Sex Offense Prevention, Discrimination	22	2		20	
	Black Students Union	Sexual Violence on College Campuses	30			30	
	Campus Assault Resources and Education	Sex Offense and Retaliation	16	1		15	
	Campus Assault Resources and Education (CHAMPS)	Sex Offense Prevention, Response	8	1		7	
	Campus Recreation	Sexual Harassment Prevention & Non- Discrimination	160			160	
	Center for Educational Partnership	Sexual Harassment Prevention, Diversity	40			40	
	Housing	Diversity and Mindfulness in the Workplace	11	11			
	Housing	Introduction to Diversity at the Workplace: Communication	8	8			
	Housing	Sex Offense Prevention and Response	15	15			
	Housing	Sex Offense Response Protocol	23	15		8	
	Housing	Sexual Harassment Prevention, Sex Offense, Discrimination	204	4		200	
	Housing	Using Bystander Intervention to Impact Campus Climate	310	10		300	
	Housing	Using Bystander Intervention to Positively Impact Campus Climate	30			30	
	Housing/Student Organizations	Sex Harassment, Sexual Violence Prevention	25			25	
	International Students Parents Orientation Program	Wellness of UCI: Cultural Adjustment, Alcohol, and Sexual Assault	402	2		400	
	KUCI	Campus Response to Sex Offense					
	Multiple Departments	Speedfaithing: All Religions	55	5		50	
	Social Sciences	Religious Diversity and Discrimination	18			18	
	South East Asian Student Association	Understanding Values	150			100	50
	Student Center & Event Services	Orientation & Professional Training (OPT) (4 sessions)	17	17			
	Student Life and Leadership	Campus Response to Sex Offense	28	3		25	
	Student Life and Leadership	Campus Response to Sex Offense	11	1		10	
	Student Life and Leadership	Gender and Sexism	32	2		30	
	Student Life and Leadership	Preventing and Responding to Sex Offense at UCI	200			200	
	Student Life and Leadership	Relationship Abuse, Every Breath You Take The Issue of Stalking on College Campuses	10	5		5	
	Student Life and Leadership	Relationship Abuse, Every Breath You Take The Issue of Stalking on College Campuses	5	3		2	

**Appendix C**  
**TRAINING AND EDUCATIONAL PROGRAMS**

Unit	Department	Presentation Title	Total	Staff	Faculty	Students	Other
Student Affairs (cont'd)	Student Life and Leadership	Sex Offense Hearings	20	10		10	
	Student Life and Leadership	Sexual Harassment Prevention	22			22	
	Student Parent Orientation Program	Sex Offense Prevention, Response	151	1		150	
	Vice Chancellor Office	Sex Offense, Prevention, Response protocol	1	1			
UCI	Chief Personnel Officers	Sexual Harassment, Sex Offense Prevention and Response	20	20			
	Coordinated Community Response	Stalking on College Campuses	42	40		2	
	Core Supervision Program	Equal Employment Opportunity & Your Role as a Supervisor	16	16			
	Core Supervision Program	Equal Employment Opportunity & Your Role as a Supervisor	11	11			
	Graduate Student Orientation	Creating an Inclusive Campus Community	210	10		200	
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	17		9	8	
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	72		21	51	
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors Life Theater	42	32	10		
	Multiple Departments	Campus Conversation: It's On Us	42	35		7	
	Multiple Departments	Campus Conversation: Keeping it Queer: Campus Climate and Social Justice Matters	53	25	15	13	
	Multiple Departments	Campus Conversation: Nation's First Vietnamese American Mayor	18	17		1	
	Multiple Departments	Diversity Development Program (10 Sessions)	34	31	3		
	Multiple Departments	Diversity Development Program Extra Session: Diversity Small Talk at Bench	8	8			
	Multiple Departments	Diversity Development Program Extra Session: Diversity Small Talk, Why Diversity	7	7			
	Multiple Departments	Diversity Development Program Extra Session: Intercultural Relationships, Children of Mixed Marriages	23	17		6	
	Multiple Departments	Diversity in Medicine (DIM) (10 sessions)	128	5	3	120	
	Multiple Departments	Diversity in Medicine Leadership (6 sessions)	12			12	
	Multiple Departments	Diversity in Medicine Leadership: Public Speaking	8	2		6	
	Multiple Departments	House of Worship Tour (2 Sessions)	7	7			
	Multiple Departments	Middle Eastern Americans	34	30		4	
	Multiple Departments	RECRUIT & Affirmative Action	21	21			
	Multiple Departments	RECRUIT & Affirmative Action	21	21			
	Multiple Departments	RECRUIT & Affirmative Action	43	43			
	Multiple Departments	Religious Diversity Forum	20		5	5	10
	Multiple Departments	Sex Offense Response Training	20	19		1	
	Multiple Departments	Sexual Harassment Advisors Update	20	20			
	Multiple Departments	Sexual Harassment Prevention	33			33	

**Appendix C**  
**TRAINING AND EDUCATIONAL PROGRAMS**

<b>Unit</b>	<b>Department</b>	<b>Presentation Title</b>	<b>Total</b>	<b>Staff</b>	<b>Faculty</b>	<b>Students</b>	<b>Other</b>
UCI (cont'd)	Multiple Departments	Sexual Harassment Prevention	50	3	47		
	Multiple Departments	Simultaneous Translation Training	5	3		2	
	Multiple Departments	Student Development Careers in Law: Understanding Law Enforcement, Careers in Criminology	9			9	
	New Faculty Orientation	Creating an Inclusive Campus Community	30		30		
University Advancement	University Advancement	Introduction to Diversity at the Workplace: Communication	40	35		5	



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## **Appendices D & E & F**

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