



OSHPP E news

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Office of Sexual Harassment Prevention & Policy (OSHPP)

This electronic newsletter provides an update on sexual harassment and gender discrimination issues.

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SUPERVISOR TRAINING

The UC Office of the President will next take a snapshot of systemwide compliance with the mandatory sexual harassment prevention training requirement on December 31, 2009. Many UC San Diego supervisors, including academic appointees, have compliance due dates before the end of December. OSHPP has added more live training courses to meet this year-end demand. To sign up for an instructor-led course, log on to Enrollment Central at <http://enrollmentcentral.ucsd.edu>. Supervisors who have misplaced their link to the online program may request another link by emailing the UC Learning Center at uclearnctr@ucop.edu.

CONGRESS EXPANDS HATE CRIMES LAW

On October 28, 2009, President Obama signed a new hate crimes law that makes it a federal crime to assault an individual based on gender, sexual orientation, gender identity or disability. This legislation expands the current hate crimes law and also makes it a federal crime to attack a U.S. military service member based on their service. The law is named for Matthew Shepard, a gay Wyoming college student who was kidnapped and beaten to death in 1998, and James Byrd Jr., an African American man who was dragged to death in Texas that same year.

CARDIFF APOLOGIZES FOR SEX STEREOTYPING

The Superintendent of Cardiff School District recently apologized to five male students who had temporarily dyed their hair pink and were criticized by their school principal who called the boys “unmanly,” “effeminate,” and “not masculine.” When one of the boys questioned the

principal's comments by asking "Isn't that sexist?" the principal imposed detention on the students. Following intervention by the American Civil Liberties Union, the school district noted that the principal had acted inappropriately and the students' detention records will be deleted. University policy and California law protect individuals from harassment based on non-conformity with gender-based stereotypes.

DIRTY JOKES ARE ADMISSIBLE IN HARASSMENT CASE

A federal court has decided that a plaintiff who alleges a hostile work environment based on sexual innuendos may not prevent the jury from hearing evidence about dirty jokes the plaintiff sent from her workplace computer. The court found that the plaintiff's sense of humor is relevant to determining whether she would be offended by her supervisor's off color remarks. The plaintiff's personal emails to co-workers and friends contained sexual stories, jokes, and images. Trial in *Seybert v. International Group Inc.* is set to begin in November. Readers are encouraged to review UC San Diego's email acceptable use policies available on Blink at <http://blink.ucsd.edu/technology/help-desk/policies/email/appropriate.html>.

TUFTS UNIVERSITY BANS "SEXILING"

Tufts University enacted a new policy that bans students in residence halls from "sexiling," the practice of exiling one's roommate from the room in order to have sex. A university spokesperson emphasized that the policy encourages residents to be considerate and respectful of their roommates. The new rule also prohibits students from engaging in sexual activity in their room while their roommate is present. UC San Diego's Principles of Community state "We affirm each individual's right to dignity and strive to maintain a climate of justice marked by mutual respect for each other." <http://blink.ucsd.edu/HR/policies/POC/principles-of-community.html>

PUZZLED ABOUT SEXUAL HARASSMENT? SOLUTIONS FOUND HERE. Office of Sexual Harassment Prevention & Policy (OSHPP), 201 University Center, (858) 534-8298, <http://oshpp.ucsd.edu>.