



## OSHPP E-News

Spring 2008

### Office of Sexual Harassment Prevention & Policy (OSHPP)

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

In this issue:

Are you a Procrastinator?  
Bias Complaints Rise  
Mixing Work and Play  
McDonald's Pays over Half Million  
Rudeness Matters

#### ARE YOU A PROCRASTINATOR?

Did you or someone you love miss the sexual harassment prevention training deadline? University of California supervisors and academic appointees who had completed their initial mandatory 2-hour training in 2005 had until February 29, 2008 to complete the required re-training. To get your name off the "exceptions" list currently circulating at Office of the President, you can either attend one of the monthly programs offered by OSHPP (sign up through Enrollment Central at <http://enrollmentcentral.ucsd.edu/>) OR find your individualized link, which was sent in an email from UCTraining. If you need to have your individualized link re-sent, please email [uctraining@ucop.edu](mailto:uctraining@ucop.edu). New supervisors have six months in which to complete this state-mandated program.

#### BIAS COMPLAINTS RISE

In 2007, the Equal Employment Opportunity Commission (EEOC) received the highest number of discrimination charges since 1993. Sexual harassment charges increased for the first time since 2000. In addition, a record 16% of sexual harassment charges were filed by men. The most frequent charges were race, retaliation and sex. Further information is available on the EEOC website at <http://www.eeoc.gov>.

#### MIXING WORK AND PLAY

A federal court in Georgia decided that two University of Georgia employees who circulated an intimate letter confirming a sexual relationship between their supervisors were protected from an invasion of privacy lawsuit because they were acting within the scope of their employment. When the staff members complained about the relationship, which violated university policy, the supervisors were reprimanded. Thereafter, one

supervisor tried to sue for invasion of privacy. The court noted that acts of sexual favoritism which affect third parties can create employer liability if the conduct is sufficiently severe or pervasive to alter the conditions of third parties' employment and create a hostile environment. UCSD's Policy on Conflicts of Interest Arising out of Consensual Relationships is available at <http://adminrecords.ucsd.edu/ppm/docs/200-11.pdf>

#### MCDONALD'S PAYS OVER HALF MILLION

A Colorado-based McDonald's franchise has agreed to pay \$505,000 to a group of young female employees, some ages 15-17, who were sexually harassed by their male supervisor. The harassment included physical contact with the breasts and buttocks of the employees, numerous sexual comments, and offers of favors in exchange for sex. For the past 4 years, the Equal Employment Opportunity Commission (EEOC) has advanced an outreach and education campaign focused on teens to inform them of their rights and responsibilities in the workforce. For more information, log on to <http://www.youth.eeoc.gov>.

#### RUDENESS MATTERS

A recent study found that rudeness impaired performance and also reduced helpfulness. The three types of rudeness studied—rudeness initiated by an authority figure, rudeness delivered by a third party, and imagined rudeness—produced the same effects. The researchers found that after exposure to rudeness, people thought about the incident and that thought process took cognitive resources away from performing other tasks. The study is published in the *Academy of Management Journal*, 2007, Vol. 50, No. 5, 1181-1197. Readers are reminded that the UCSD Principles of Community are designed to maintain a climate of fairness, cooperation, and professionalism.

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