



OPHD E-news

Spring 2014

An update on bias, harassment, and discrimination issues from the
Office for the Prevention of Harassment & Discrimination (OPHD)
<http://ophd.ucsd.edu/pdf/EnewsSpring2014.pdf>

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VIOLENCE AGAINST WOMEN ACT REPORTING OPTIONS

The Violence Against Women Reauthorization Act of 2013 (VAWA) became effective on March 7, 2014. The University of California revised its systemwide policy to comply with new requirements in VAWA (the new policy may be found [here](#).)

Campus implementation of the new requirements is underway, including training at new employee orientation and modifications to UC San Diego local policies. Departments who would like more information on these new requirements may contact OPHD to schedule a presentation (ophd@ucsd.edu). Information on reporting options for victims of sexual assault, domestic violence, dating violence, and stalking can be found here:

<http://ophd.ucsd.edu//VAWAHandout3-7-14.pdf>.

UC ALUM BECOMES FIRST HMONG JUDGE IN THE U.S.

On April 18, 2014, Paul Lo was sworn in as a judge to the Superior Court in Merced County, making him the first Hmong American judge in the United States. Judge Lo first came to the United States at the age of 11 when he knew no English. He worked hard and overcame the adversity of his humble beginnings, earning his bachelor's degree at UC Davis and his law degree from UCLA School of Law. UC Merced Chancellor Dorothy Leland acknowledged Judge Lo as a supporter of the Merced campus and stated, "Paul is a living example of the power of education to transform lives and to transform communities."

EEOC GUIDE ON RELIGIOUS ATTIRE AND GROOMING

The Equal Employment Opportunity Commission (EEOC) recently created new guidelines on preventing religious bias in the workplace, reminding employers that it is illegal to discriminate against employees based upon religious attire and grooming, including facial hair, turbans, and head scarves. The guide offers several scenarios to assist employers with accommodating employees' religious beliefs. Title VII of the 1964 Civil Rights Act prohibits discrimination on the

basis of religion. You may view the guide here:

http://www.eeoc.gov/eeoc/publications/ga_religious_garb_grooming.cfm

A CONVERSATION WITH JANET MOCK—MAY 1ST AT 7PM

UC San Diego will host [Janet Mock](#), a transgender advocate, writer and New York Times bestselling author of *Redefining Realness: My Path to Womanhood, Identity, Love & So Much More* on Thursday, May 1 at 7 p.m. in the Price Center Theatre on campus. After publicly proclaiming her identity as a trans woman in a 2011 profile in Marie Claire magazine, Mock focuses her efforts on speaking about the struggles, triumphs and portrayals of girls and women like herself. In 2012, she launched #GirlsLikeUs, a movement that encourages trans women to live visibly. She currently writes and speaks about her experience of living at the intersections of identities. Mock's presentation is free and open to the public. The event is co-sponsored by the African American Studies Minor; Associated Students Office of the Associate Vice President of Equity, Diversity and Inclusion; Black Resource Center; Critical Gender Studies program; Cross-Cultural Center; International Center; and the Lesbian Gay Bisexual Transgender Resource Center. Co-sponsors also include the Office for the Prevention of Harassment and Discrimination; Vice Chancellor for Equity, Diversity and Inclusion; Vice Chancellor Resource Management and Planning; UC San Diego Academic Senate; UC San Diego Bookstore; and the Women's Center. For more information about Janet Mock's appearance visit lgbt.ucsd.edu.

ANCHORMAN 2: THE LEGEND CONTINUES, JUNE 3RD AT 7 PM IN PRICE CENTER THEATRE

Sex in the Cinema presents ANCHORMAN 2: THE LEGEND CONTINUES on Tuesday June 3rd at 7:00 pm in the Price Center Theatre. With the 70's behind him, San Diego's top rated newsman, Ron Burgundy, returns to take New York's first 24-hour news channel by storm. Racial and sexual harassment issues arise for Burgundy and his crew. Starring Will Ferrell, Steve Carell, Paul Rudd and Christina Applegate. Trivia and prizes before the film! FREE! Co-sponsored by OPHD and the University Centers.

BE THE VOICE—REPORT BIAS

OPHD now oversees the UC San Diego online bias reporting system. All members of the UC San Diego community may report bias-motivated incidents or other acts of intolerance to reportbias.ucsd.edu, (858) 534-BIAS (2427) or ophd@ucsd.edu. Be The Voice—Report Bias.

OPHD IS ABOUT SOLUTIONS.

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