



OPHD E-news

Spring 2015

An update on bias, harassment, and discrimination issues from the
Office for the Prevention of Harassment & Discrimination (OPHD)

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LIFE THEATRE SUPERVISOR TRAINING ON MAY 5, 2015 FROM 10 AM TO 12 PM

The Emmy Award winning acting group, Life Theatre, will be on campus on May 5, 2015 from 10 am to 12 pm at the Price Center East Forum on the fourth floor. Supervisors may satisfy the mandatory sexual harassment prevention training requirement by attending this program. You may register at UC Learning, <http://uclearning.ucsd.edu>. Don't miss this very popular program!

STUDENT WHO HUNG NOOSE INDICTED ON FEDERAL CIVIL RIGHTS CHARGES In March of 2015, a federal grand jury indicted Graeme Phillip Harris on one count of conspiracy to violate civil rights and one count of using a threat of force to intimidate African American students because of their race or color. According to the charging documents, Harris, a student at the University of Mississippi, conspired with others to hang a rope and an outdated version of the Georgia state flag, which prominently depicts the Confederate flag, around the neck of the James Meredith statue on campus, with the intent to threaten black students and staff. The statue honors Meredith's role as the university's first African American student after its integration in 1962. Attorney General Eric Holder said in part, "By taking appropriate action to hold wrongdoers accountable, the Department of Justice is sending a clear message that flagrant infringements on our historic civil rights will not go unnoticed or unpunished." See the full DOJ press release [here](#).

US SUPREME COURT RULES IN FAVOR OF PLAINTIFF IN YOUNG v. UNITED PARCEL SERVICE

In a [6-3 opinion issued on March 25, 2015](#), the United States Supreme Court ruled in favor of Peggy Young, a former UPS employee who sued the company for pregnancy discrimination. The court found that the denial of an accommodation for pregnancy disability could constitute disparate treatment under the Pregnancy Discrimination Act, which requires employers to treat "women affected by pregnancy . . . the same for all employment-related purposes . . . as other persons not so affected but similar in their ability or inability to work." The case will now go to trial in Virginia.

JURY FINDS FOR VENTURE CAPITAL FIRM IN HIGH PROFILE GENDER DISCRIMINATION CASE

Ellen Pao, a former junior partner at Kleiner Perkins, one of Silicon Valley's best known venture capital firms, claimed she was punished and eventually fired in 2012 for questioning the firm's treatment of women. Pao argued that the firm -- which financially backed tech companies such as Amazon and Google-- judged male and female employees differently in an illegal double-standard. Pao described a boys' club atmosphere where she was subjected to lewd discussions, denied key opportunities as well as a promotion. She also described being chastised both for not being aggressive enough in meetings, as well as being too aggressive. A jury of six men and six women found no responsibility for the firm on all claims of discrimination and retaliation. Pao, who is reportedly considering an appeal, says that despite the defeat, her case still contributed to an important push for diversity and equality in tech, an industry largely led by men. Kleiner Perkins stated that it remains committed to diversity in its leadership and considers the decision a vindication of its efforts and company climate.

DID YOU KNOW? The Americans with Disabilities Act turns 25 this year, originally signed into law by President Bush in 1990. Advocates and beneficiaries of the ADA recall the President's emphatic directive on that day, in front of 3000 people on the White House lawn: "Let the shameful walls of exclusion finally come tumbling down." The ADA ushered in an "era of public policy committed to the removal of a broad range of impediments to the integration of people with disabilities into society." The federal law signaled a change from a historically charity-based response, to a focus on ideals and protocols that allow individuals to reach their full potential by opening up a broad range of institutions, facilities and opportunities.

BE THE VOICE—REPORT BIAS

OPHD 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 or ophd@ucsd.edu. Be The Voice—Report Bias.

OPHD IS ABOUT SOLUTIONS.

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