



OSHPP E-News

Summer 2007

Office of Sexual Harassment Prevention & Policy (OSHPP)

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

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THE "M" WORD: MANDATORY SUPERVISOR TRAINING

All supervisors who originally satisfied the 2-hour mandatory sexual harassment prevention education requirement in 2005 must again satisfy the requirement by *****DECEMBER 31, 2007.***** At UCSD, those who must satisfy this requirement include all staff supervisors and all academic appointees. Departments wanting specialized live programs should contact OSHPP as soon as possible for scheduling. The Emmy Award-winning troupe, Life Theatre, will provide two theatre-style programs on October 24, 2007. Enrollment will be limited, so stay tuned for registration announcements. Visit our website at <http://oshpp.ucsd.edu> for more information about satisfying this state mandate.

FRESNO VOLLEYBALL COACH SCORES \$5.85 MILLION

On July 9, 2007, a jury awarded former Fresno State women's volleyball coach \$5.85 million for sex discrimination and retaliation. Lindy Vivas began coaching the women's team in 1990 and her contract was not renewed in 2004. She argued that the university did not renew her contract in retaliation after she advocated for gender equity and because of her perceived sexual orientation. The jury agreed and awarded what is believed to be the largest verdict for a coach alleging retaliation under Title IX. The university plans to appeal the decision. Two similar cases filed by the former Fresno State associate athletic director and the former women's basketball coach are pending. This case serves as a reminder that Title IX protects coaches and others who speak up about gender bias from retaliation.

LEWD LAB ANTICS COST “U” OVER A MILLION

The University of Missouri, Kansas City agreed to pay \$1.1 million to settle a sexual harassment lawsuit filed by two women. A graduate student and associate professor alleged they were subjected to a hostile work environment in the psychology lab where they worked. They claimed the two male lab directors shared their sexual fantasies, made lewd innuendos about bananas and hot dogs, commented on students’ bodies, requested sexual favors, showed torture and pornography videos and threatened retaliation against anyone who complained. The university promoted both lab directors to full professor and did not effectively respond to the complaints of inappropriate sexual behavior. While the university has denied liability, it issued a statement that it will re-examine all information about the matter to determine if further action is needed.

WOMEN'S SOCCER COACH OFFSIDES

A federal appeals court determined that the University of North Carolina, Chapel Hill can be sued under Title IX for the sexually inappropriate behavior of the women’s soccer coach. Anson Dorrance, the winning head coach, allegedly asked team members about their sex lives, made inappropriate comments about bodies and sexual orientation, made sexual advances towards some players and touched one player inappropriately. The court concluded that a jury could find that the coach’s conduct was sufficiently severe or pervasive to create a hostile environment.

WAL-MART PAYS FOR FIRING FEMALE PHARMACIST

A Massachusetts jury awarded Cynthia Haddad \$2 million for sex discrimination and retaliation. Haddad, a Wal-Mart pharmacist since 1993, argued she was fired for complaining that she was paid less than male managers. Wal-Mart argued that Haddad was fired for violating company policy by leaving a technician in the pharmacy without supervision. Readers are reminded that retaliation claims are one of the most common complaints made to the Equal Employment Opportunity Commission.

SAVE THE DATE FOR “KNOCKED UP” ON SEPTEMBER 24th!

We will kick off Welcome Week and welcome back students with a FREE screening of the popular film, “Knocked Up,” on Monday, September 24, 2007 at 6 pm in the Price Center Theatre. Co-sponsored with Associated Students and Student Health Advocates.

PUZZLED ABOUT SEXUAL HARASSMENT? SOLUTIONS FOUND HERE.

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