



OSHPP E-News

Summer 2008

Office of Sexual Harassment Prevention & Policy (OSHPP)

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

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HOT FUN IN THE SUMMERTIME

There's no time like the present to do sexual harassment prevention training! Mandatory supervisor sexual harassment prevention training is available through Staff Education at <http://enrollmentcentral.ucsd.edu>. The online program for supervisors is temporarily unavailable until late Fall. OSHPP continues to provide live in-person educational programs for departments. Students and non-supervisory staff may also take the online program available on the OSHPP website at <http://oshpp.ucsd.edu>. Stay tuned for more details about supervisor online training in the future.

THE SWEETEST THING

A federal court decided that a female law firm associate may sue for sex discrimination and retaliation. Catriona Collins was fired two days after she complained in an email to partners that women lawyers at the firm were not being given positions of responsibility. The managing partner, Martin B. Pavane, stated that she was not "sweet" which the court found could be a form of sex stereotyping. The court wrote "A reasonable jury could find that Pavane's statement indicates that (1) he holds stereotypes that women should be 'sweet' and non-aggressive, and (2) that Pavane believed that Plaintiff did not fit this stereotype." The University of California Policy on Sexual Harassment prohibits harassment that is not sexual in nature but is based on gender, sex stereotyping, or sexual orientation.

BOSS'S BLUNDER AT BIKINI CONTEST

Lisa Steele, an employee at the California Youth Offender Parole Board (YOPB), participated in several bikini contests outside of work. Her supervisor, Raul Galindo, attended one contest and attempted to kiss her on the mouth. She turned her head and the kiss landed on her cheek. Steele told her co-worker who passed the kissing story on to YOPB supervisors. Though the YOPB took appropriate action by disciplining Galindo, it also apparently began retaliating against Steele's co-worker for discussing

the incident. She filed a complaint with the Department of Fair Employment and Housing for retaliation. At around the same time, Steele herself began receiving negative work evaluations, she was given a less desirable work schedule, and she was told to look for another job. She resigned, sued, and prevailed on a constructive discharge claim. On appeal, the court found Steele's role as a potential witness in her co-worker's complaint qualified as a protected activity, and she was protected from retaliation under California state law.

OLYMPIC GAMES FUN FACTS—DID YOU KNOW?

Tug of war was an official Olympic event from 1900 to 1920.

Athletes in the ancient Olympic Games participated in the nude.

No women competed in the 1896 Olympic Games because French Baron Pierre de Coubertin, the founder of the International Olympic Committee, felt that "Olympics with women would be incorrect, unpractical, uninteresting and unaesthetic...We feel that the Olympic Games must be reserved for the solemn and periodic exaltation of male athleticism with internationalism as a base, loyalty as a means, arts for its setting and female applause as its reward."

PUZZLED ABOUT SEXUAL HARASSMENT? SOLUTIONS FOUND HERE.

Office of Sexual Harassment Prevention & Policy (OSHPP) 201 University Center,
(858) 534-8298, <http://oshpp.ucsd.edu>