



OSHPP E news

Summer 2009

Office of Sexual Harassment Prevention & Policy (OSHPP)

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

In This Issue:

- Top Campus Stats
- Best Practices for Caregivers
- “Reverse” Discrimination
- Did You Know?

TOP CAMPUS STATS

The UC Office of Ethics, Compliance and Audit Services took a snapshot of systemwide compliance with the mandatory sexual harassment prevention training for supervisors. As of June 15, 2009, UC San Diego’s compliance rate was 89%, exceeding the systemwide compliance rate of 84%. Our highest rate of compliance was in the Chancellor’s Office, at 100%, closely followed by both Business Affairs and Student Affairs at 99% each. Thanks to all of you who made this happen! The next compliance snapshot will be taken in late September. If you still need to take the mandatory supervisor training and you cannot find your individualized link to the online program, you may request another link by emailing uclearningcenter@ucop.edu. You may also take an in-person course through Staff Education. Life Theatre, the award-winning dramatic troupe, will return to campus in October. Stay tuned for more details.

BEST PRACTICES FOR CAREGIVERS

The EEOC has updated its guidance for employers on the unlawful disparate treatment of workers who have caregiving responsibilities. The best practices guidance offers suggestions for implementing policies that provide flexibility for employees to care for family members. The document is designed to promote compliance with civil rights laws, to remove barriers to equal employment opportunity, and to encourage employers to promote work/family balance practices that go beyond federal non-discrimination requirements. To review the guidance, click <http://www.eeoc.gov/policy/docs/caregiver-best-practices.html>

“REVERSE” DISCRIMINATION

The US Supreme Court recently decided that the City of New Haven, Connecticut had discriminated against a group of white firefighters who passed a promotion exam but were

denied the chance to be promoted because the city threw out the test results based on racial disparity. Some media reporting on the court decision refer to it as a case of “reverse” discrimination. This term is sometimes used to discuss discrimination against a group of people who have not been historically discriminated against. For example, when a white male complains of racial or sexual harassment, it is sometimes stated that he was a victim of “reverse” discrimination. However, the term is inaccurate because civil rights laws protect against discrimination based on protected categories such as race, and that includes all races. Race continues to be the number one complaint of discrimination made to the Equal Employment Opportunity Commission (EEOC). For more information on protected categories and discrimination, visit <http://www.eeoc.gov/>

DID YOU KNOW?

Thirty-eight cowgirls came together in Texas in 1948 to form the Girl’s Rodeo Association (GRA), the first-ever rodeo association for women. The group was dedicated to the promotion and advancement of women in the sport of rodeo. Members of the Rodeo Cowboy’s Association did not want women involved in the rodeo because it wasn’t “ladylike.” Early pioneers of the GRA were ropers, bronco riders, and barrel racers. In 1981, the GRA changed its name to the Women’s Professional Rodeo Association and it is one of the oldest women’s sports associations in the country with over 2,000 members.

PUZZLED ABOUT SEXUAL HARASSMENT? SOLUTIONS FOUND HERE.

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