



OPHD E-news

Summer 2011

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

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SEXUAL HARASSMENT PREVENTION TRAINING COMPLIANCE

The UC Office of the President recently provided a quarterly “snapshot” of compliance with the state-mandated sexual harassment prevention training for supervisors. The compliance leaders at UC San Diego include the Chancellor’s Office at 100%, External and Business Affairs at 99%, and Resource Management and Planning at 98%. Kudos to these areas! UC San Diego’s overall compliance was 88%, the same as the overall systemwide compliance. The next “snapshot” will be taken in early October.

SAVE THE DATE FOR LIFE THEATRE ON NOVEMBER 16TH!

What is the most informative and enjoyable way to satisfy the state-mandated sexual harassment prevention training requirement? Life Theatre! There will be 2 programs on November 16, 2011, one from 9-11 am in the Price Center East Forum, and the second from 2-4 pm in the Hillcrest Auditorium. Those interested should sign up online at the UC Learning Center.

NYU PAYS FOR RACE AND NATIONAL ORIGIN HARASSMENT

New York University recently settled a lawsuit alleging race and national origin harassment and retaliation. The Equal Employment Opportunity Commission (EEOC) filed the lawsuit on behalf of an employee who was subjected to a hostile work environment at the university. A library supervisor regularly called an African-born employee degrading slurs such as “monkey” and “gorilla,” and insulted him with comments such as “go back to your cage” and “do you want a banana?” The supervisor also mocked the employee’s accented English and expressed hostility towards immigrants, particularly Africans. The supervisor also retaliated against the employee by fabricating grounds to discipline him. NYU agreed to pay \$210,000 in lost wages and compensation for emotional distress and will take actions to prevent and address discrimination, harassment, and retaliation, including enhancing university policies, designating an equal employment opportunity coordinator, and conducting in-person, comprehensive training sessions.

ABERCROMBIE & FITCH FOUND LIABLE FOR RELIGIOUS DISCRIMINATION

A federal court found that Abercrombie & Fitch engaged in religious discrimination by failing to hire a Muslim employee who wore a head scarf. Abercrombie refused to hire Samantha Elauf for a sales position, arguing that her hijab violated the company's "look policy" which restricted wearing any head coverings. The court decided that Abercrombie's actions violated Title VII of the Civil Rights Act of 1964 which protects employees from discrimination based on religion. Abercrombie faces another lawsuit filed by Umme-Hani Khan, an employee in San Mateo California, who was fired for refusing to take off her hijab. EEOC San Francisco Regional Attorney William R. Tamayo stated "The company's 'all-American look' policy is un-American, because it excludes people because of their race, national origin, gender or religion."

SEX IN THE CINEMA PRESENTS "BRIDESMAIDS"

Please join us for a FREE screening of the summer hit film "Bridesmaids" on Monday, September 19, 2011 at 6 pm at the Price Center Theatre. The female-driven comedy about a colorful group of bridesmaids on a wild ride down the road to matrimony raises issues about gender and class. OPHD will question the audience before the film and award prizes including Jamba Juice gift cards for correct answers. Co-sponsored with University Centers and the Welcome Week Committee.

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, (858) 534-BIAS (2427) or ophd@ucsd.edu. Be The Voice—Report Bias.

OPHD IS ABOUT SOLUTIONS.

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