



## OSHPP E-News

Winter 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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#### SUPERVISOR TRAINING

Are you a new supervisor or academic appointee? Now is a great time for you to comply with the state mandated sexual harassment training requirement. You may enroll in a live training through UCSD Staff Education or take the online program sponsored by Workplace Answers. For more information about the requirement, visit the OSHPP website at <http://oshpp.ucsd.edu>.

#### BIAS CHARGES ON THE RISE

The Equal Employment Opportunity Commission (EEOC) reported that discrimination charges in 2006 increased for the first time in 5 years. Complaints based on race, sex and retaliation continue to be the most frequent allegations. Complainants filed 12,025 sexual harassment charges and a record 4,901 pregnancy discrimination charges. Men filed 15.4% of the sexual harassment complaints. For more information, visit the EEOC website at <http://www.eeoc.gov>.

#### PROSELYTIZE ON YOUR OWN TIME

A federal appeals court decided that colleges and universities can direct instructors to keep personal beliefs about sexual orientation and religion out of the classroom. A gay male student complained that his instructor gave him religious pamphlets on the sinfulness of homosexuality. College officials investigated, determined that the instructor had sexually harassed the student, and directed her to cease the behavior. She later sued the college alleging that her First Amendment right to free speech had been violated. The court ruled that

the college's educational interest in maintaining a harassment free environment outweighed the instructor's free speech interest. OSHPP reminds readers that the UCSD sexual harassment policy covers harassment based on sexual orientation and gender identity.

#### UC LAB SETTLES SEX SUIT

Lawrence Livermore National Laboratory, a UC-run facility, agreed to pay \$9.7 million in damages to 3,200 past and present female lab employees to settle a sex discrimination class action lawsuit. The plaintiffs alleged that women were paid lower salaries and promoted less frequently than their male counterparts, and that gender stereotypes affected salary and promotion decisions. A term of the settlement agreement includes training for lab managers on sex discrimination, retaliation, gender bias and diversity.

#### MATERNITY STORE PUNISHES PREGNANT PARTIES

Motherhood Maternity recently settled a pregnancy discrimination and retaliation lawsuit filed by the Equal Employment Opportunity Commission (EEOC). The EEOC alleged that Motherhood Maternity refused to hire qualified applicants because they were pregnant. When one female manager complained about Motherhood's practice, she was disciplined and fired in retaliation. Please be reminded that UCSD policy prohibits discrimination based on pregnancy.

#### SEX IN THE CINEMA FEATURES "MARIE ANTOINETTE"

Join us for a FREE screening of "Marie Antoinette" on Tuesday, February 27, 2007 at 6 and 9 pm in the Price Center Theatre. She lived like a rock star in the 18<sup>th</sup> century. The film, starring Kirsten Dunst, follows the turbulent and extravagant life of France's doomed queen. "Marie Antoinette" received an Oscar nomination for Best Costume Design. Trivia and prizes before the film!