



## OSHPP E news

Winter 2009

### Office of Sexual Harassment Prevention & Policy (OSHPP)

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

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#### LIFE THEATRE RETURNS

This is a “re-training” year under California’s mandatory sexual harassment prevention education statute (AB 1825), and we have arranged for Life Theatre to return to UC San Diego for a special theater-style program that meets the state requirements. This program was very well-received in 2007 and is being offered this year at other UC campuses as well. The program is open to all supervisors and academic appointees. To enroll, go to <http://enrollmentcentral.ucsd.edu>, search for “Life Theatre” and sign up.

Employees can also satisfy the requirement by taking the online program or enrolling in one of the monthly instructor-led programs offered by OSHPP. Individualized links to the online program are sent 90 days before the employee’s 2-year anniversary date of satisfying this requirement. More information about instructor-led programs is available on OSHPP’s website at <http://oshpp.ucsd.edu>.

#### FAIR PAY ACT

On January 29, 2009, President Obama signed into law the Lilly Ledbetter Fair Pay Act of 2009, which extends the time frame for employees to file pay discrimination cases based on the most recent discriminatory paycheck or pay related action. The new law is named after Lilly Ledbetter, a former employee of Goodyear Tire & Rubber Co., who claimed she did not become aware of a pay discrepancy until she was at the end of her 19 year career. Ms. Ledbetter lost over \$200,000 over her career due to being paid less than men working in her same position. This law overturns a 2007 Supreme Court decision that held that employees had only 180 days to file a pay discrimination lawsuit. In that case, the Court found that the period for filing starts

from the date of the employer's initial decision to pay employees different wages for doing the same job, rather than from the time the employee discovers the problem.

### FEHA 50<sup>TH</sup> ANNIVERSARY

This is the 50th Anniversary of the California Fair Employment and Housing Act (FEHA). FEHA was initially enacted as the Fair Employment Practices Act in 1959. In 1980, the law was renamed as FEHA to protect Californians from both employment and housing discrimination. This law protects all Californians from discrimination in employment and housing practices based on race, color, national origin, ancestry, religion, age, disability, marital status, sex, sexual orientation, and gender identity. For more information on FEHA and the Department of Fair Employment and Housing, visit <http://www.dfeh.ca.gov>.

### SEX IN THE CINEMA PRESENTS "MILK" on March 3<sup>rd</sup>

Please join us on Tuesday March 3, 2009 for two FREE screenings of the critically acclaimed film "Milk" at 6 and 9 pm in the Price Center Theatre. "Milk" portrays the story of Harvey Milk who was elected to the San Francisco Board of Supervisors in 1977, becoming the first openly gay man to be voted into public office in the U.S. The film highlights the last eight years of Milk's life as a civil rights advocate. This film is co-sponsored by OSHPP, LGBT Resource Center, Critical Gender Studies Program, Chancellor's Advisory Committee on Gender Identity and Sexual Orientation Issues, and University Centers.

### PUZZLED ABOUT SEXUAL HARASSMENT? SOLUTIONS FOUND HERE.

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