



OSHPP E news

Winter 2010

Office of Sexual Harassment Prevention & Policy (OSHPP)

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

In This Issue:

- Kudos for Compliance with Training Requirement
- Job Bias Complaints Reach Record High
- Gender Specific Profanity Matters
- Cheesecake Factory Settles Male-on-Male Claim
- Did you know?

KUDOS FOR COMPLIANCE WITH TRAINING REQUIREMENT

On January 24, 2010, the UC Office of the President measured systemwide compliance with the mandatory supervisor training requirement. UC San Diego's current compliance rate is 93%, compared to a systemwide average of 89% (with a systemwide high of 98% and a low of 83%). The Vice Chancellor area with the highest compliance rate is Resource Management and Planning with 99.66% of supervisors in compliance. External and Business Affairs is a close second with a compliance rate of 98.66%. All Vice Chancellor areas exceeded the systemwide average. Kudos to all! Supervisors who are due to satisfy this requirement by April 24, 2010 may do so by taking the online training or enrolling in an instructor led course at <http://enrollmentcentral.ucsd.edu>. Supervisors who have misplaced their individualized link to the online program may obtain another by emailing uclearningcenter@ucop.edu. OSHPP will provide customized trainings for departments with a minimum of 20 supervisors.

JOB BIAS COMPLAINTS REACH RECORD HIGH

The U.S. Equal Employment Opportunity Commission (EEOC) recently released their enforcement statistics for 2009. Charges alleging discrimination based on disability, religion and national origin hit record highs for these categories, though the most frequently filed charges with the EEOC alleged discrimination based on race, retaliation and sex. Males filed 16% of the sexual harassment complaints. For more information, visit <http://www.eeoc.gov>.

GENDER SPECIFIC PROFANITY MATTERS

A federal court decided that certain sex specific profanity could create a hostile environment even if the language was not personally directed at an individual. For example, the frequent use of words such as “bitch” and “whore” in a work environment could be considered conduct based on sex. The court noted that use of the “f-word” would not in itself support a sexual harassment claim, but it might be relevant if it was used in conjunction with a gender-based slur. In rejecting the defense argument that the word “bitch” is not gender specific because it had been used to describe both men and women, the court stated, “Calling a man a ‘bitch’ belittles him precisely because it belittles women. It implies that the male object of ridicule is a lesser man and feminine, and may not belong in the workplace. Indeed, it insults the man by comparing him to a woman, and, thereby, could be taken as humiliating to women as a group as well.” The case is *Reeves v. C.H. Robinson Worldwide*.

CHEESECAKE FACTORY SETTLES MALE-ON-MALE CLAIM

Cheesecake Factory, Inc. has agreed to pay \$345,000 to six male employees who complained of sexual harassment from male co-workers. The Equal Employment Opportunity Commission sued the restaurant chain after reviewing evidence that showed the male complainants suffered sexually abusive behavior including physical touching of their genitals and simulated rape. In addition to the monetary award, the Cheesecake Factory must also provide sexual harassment training for its staff and managers and hire an ombudsperson to address complaints made by employees.

DID YOU KNOW?

Speed skater Bonnie Blair is the most decorated American athlete in Winter Olympic history. She competed in four Olympic Games, winning five gold medals and one bronze. She is the only Olympian to win gold in the same event in three consecutive Games: 1988, 1992 and 1994. Bonnie has also won more gold medals than any American woman in any Olympic sport. The red, white and blue Lycra body suit that she wore in the 1992 Games is on display at the Smithsonian. Bonnie was inducted into the U.S. Olympic Hall of Fame in 2004.

PUZZLED ABOUT SEXUAL HARASSMENT? SOLUTIONS FOUND HERE.

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