



OPHD E-news

Winter 2017

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

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WATCH THE OSCAR-NOMINATED FILM “LOVING” FEBRUARY 14 AT PRICE CENTER THEATRE

OPHD will co-sponsor a screening of the film “Loving” on Tuesday, February 14 at the Price Center Theatre. The film celebrates the real-life courage and commitment of an interracial couple, Richard and Mildred Loving, who married and then spent the next nine years fighting for the right to live as a family in their hometown. Their civil rights case, *Loving v. Virginia*, went all the way to the Supreme Court, which in 1967 reaffirmed the very foundation of the right to marry. The Supreme Court unanimously ruled in the couple’s favor and the [decision](#) wiped away the country’s last remaining segregation laws. There will be trivia and prizes awarded before the screening. Doors will open, both literally and figuratively, at 5:30 pm.

THE BOY SCOUTS OF AMERICA CHANGES POLICY ON GENDER IDENTITY

The Boy Scouts of America [announced](#) on January 30 that it will accept new members based on the gender they list on their application, not on their birth certificate. Reversing its stance of more than a century, the Boy Scouts of America’s original policy drew [controversy](#) last year when a transgender boy in New Jersey was kicked out of the organization soon after joining. The recent change marks the latest advance of LGBT rights for the group. In 2013, the Boy Scouts of America ended its ban on openly gay youths participating in its activities. Two years later, the organization ended its ban on openly gay adult leaders. There are nearly 2.3 million members of the Boy Scouts of America ages 7 to 21.

EEOC ISSUES NEW ENFORCEMENT GUIDANCE ON NATIONAL ORIGIN DISCRIMINATION

On November 21, 2016, the Equal Employment Opportunity Commission (EEOC) updated its enforcement guidelines on national origin discrimination to replace its 2002 compliance manual. The guidance addresses developments in the courts since 2002, as well as topics such as job segregation, human trafficking, and best practices for employers. The EEOC also issued more user-friendly documents to accompany the updated guidelines. The [“Question and Answer” publication](#) addresses several common issues raised by the guidelines, and the [“Small Business Fact Sheet”](#) answers frequent questions raised by small employers.

CALIFORNIA'S EQUAL PAY LAW EXTENDED TO COVER WAGE DISPARITIES BASED ON RACE OR ETHNICITY

Last year, the California legislature enacted the Fair Pay Act, which prohibits employers from paying employees at wage rates less than the rates paid to employees of the opposite sex for substantially similar work. Following up on last year's law, California's legislature passed a nearly identical provision which precludes wage differentials based on race or ethnicity. The new law, called the [Wage Equality Act of 2016](#), went into effect January 1, 2017, making California a leading state in pay equity protection.

DID YOU KNOW?

In a recent Gallup poll, the portion of American adults identifying as lesbian, gay, bisexual, or transgender increased to 4.1% in 2016, an estimated 10,052,000 people nationwide. This is up from 3.5% in 2012, the year after the ban on gays and lesbians serving in the military was lifted and three years before same-sex marriage was recognized nationwide. The [poll](#) also showed that LGBT millennials, those born between 1980 and 1998, increased from 5.8% in 2012 to 7.3% in 2016.

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 or ophd@ucsd.edu. Be The Voice — Report Bias.

OPHD IS ABOUT SOLUTIONS

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