To foster the best possible working and learning environment, UC San Diego strives to maintain a climate of fairness, cooperation, and professionalism which is embodied in our campus Principles of Community. We embrace diversity, equity, and inclusion as essential ingredients of academic excellence in higher education. These Principles of Community are vital to the success of the University and the well-being of its constituents. UC San Diego faculty, staff, and students are expected to practice these basic principles as individuals and in groups. We represent diverse races, creeds, cultures, and social affiliations coming together for the good of the University and those communities we serve. By working together as members of the UC San Diego community, we can enhance the excellence of our institution.

—UC San Diego Principles of Community

Our Principles of Community and Core Values are the roadmaps for respectful and civil interactions.

At the UC San Diego Medical Center, our Core Values advance our vision of clinical excellence. These Core Values reflect our commitment to respecting the well-being and dignity of each person.
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OPHD provides assistance to students, faculty, and staff regarding reports of bias, harassment, and discrimination.

Our mission is to educate the entire UC San Diego community about these issues and to assist with their prevention and resolution in a fair and responsible manner. In collaboration with other UC San Diego resources, OPHD promotes an environment in which all members of the UC San Diego community can work, learn, and live in an atmosphere free from all forms of bias, harassment, and discrimination.

WHAT IS DISCRIMINATION?

Discrimination is the unfair or unequal treatment of an individual or group of people based upon certain characteristics. Harassment is a specific type of illegal discrimination, which is defined as unwelcome conduct in a work or educational setting that is so severe or pervasive, and objectively offensive, that it unreasonably interferes with and adversely affects an individual’s work or educational experience. Civil right laws and University policies prohibit discrimination and harassment in educational programs and activities and employment settings. OPHD also coordinates compliance with Title IX, the law prohibiting sex discrimination in any educational institution that receives federal funding.

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We are protected against harassment and discrimination in education and employment based on our:

- Age (if 40 and over)
- Ancestry
- Citizenship
- Color
- Disability
- Gender identity
- Genetic information
- Marital status
- Medical condition
- National origin
- Pregnancy
- Race
- Religion
- Sexual orientation
- Veteran’s status
- Other traits which the University’s policies prohibit discrimination and harassment in educational programs and activities and employment settings. OPHD also coordinates compliance with Title IX, the law prohibiting sex discrimination in any educational institution that receives federal funding.

OPHD is about solutions.

We are protected against bias based on our perceived membership in any of these categories.

Students and faculty may contact OPHD for any assistance with bias, harassment, or discrimination concerns. Staff have two options and may ask for help with informal complaint resolution. For Equal Opportunity/Staff Affirmative Action (EO/SAA) or OPHD.

How we do it.

OPHD serves UC San Diego faculty, staff, and students in three major ways by providing:

- Confidential advice and consultation
- Education and training programs
- Formal and informal complaint resolution

Students and faculty may contact OPHD for any assistance with bias, harassment, or discrimination concerns. Staff have two options and may ask for help with informal complaint resolution.
To foster the best possible working and learning environment, UC San Diego strives to maintain a climate of fairness, cooperation, and professionalism which is embodied in our campus Principles of Community. We strive to maintain a diverse, inclusive, and open community. These Principles of Community are the roadmaps for respectful and civil interactions.

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