

"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

In the UC San Diego Health System, 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.

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

UC San Diego and Government Resources

UC SAN DIEGO RESOURCES

Office for the Prevention of Harassment & Discrimination (OPHD)
(858) 534-8298

Report Bias
reportbias.ucsd.edu

Academic Employee Relations
(858) 822-2041

Campus Community Centers
community.ucsd.edu

CARE at the Sexual Assault Resource Center (CARE at SARC)
(858) 534-5793

Counseling and Psychological Services (CAPS)
(858) 534-3755

DisAbility Counseling and Consulting
(858) 534-6744

Employee Relations, Policy Development and Work/Life
(858) 534-4115

Equal Opportunity/Staff Affirmative Action
(858) 534-3694

Faculty and Staff Assistance Program
(858) 534-5523

Health System Labor/Employee Relations
(619) 471-0495

Office for Students with Disabilities
(858) 534-4382
TTY: (858) 534-9709

Office of the Ombuds
(858) 534-0777

Student Legal Services
(858) 534-4374

UC San Diego Police
(858) 534-HELP (4357)

Undocumented Student Services
(858) 822-6916

GOVERNMENT RESOURCES

California Department of Fair Employment and Housing
(800) 884-1684
TTY: (858) 700-2320
www.dfeh.ca.gov

Equal Employment Opportunity Commission, San Diego Area Office
(800) 669-4000
TTY: (800) 669-6820
www.eeoc.gov

Office of Civil Rights, U.S. Department of Education, California Regional Office
(415) 486-555
TY: (800) 877-8339
www2.ed.gov/about/offices/list/ocr

Office for the Prevention of Harassment & Discrimination

OFFICE FOR THE

Prevention of Harassment & Discrimination

University of California, San Diego | University Center 201 (corner of Gilman and Myers)
Phone: (858) 534-8298 | Email: ophd@ucsd.edu | http://ophd.ucsd.edu



Office for the Prevention of Harassment & Discrimination

UC San Diego



OPHD provides assistance to students, faculty, and staff regarding reports of bias, harassment, and discrimination.

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 impacts the educational experience or work environment. Civil rights laws and university policies prohibit discrimination and harassment in educational programs and activities and employment settings, OPHD is the university's Title IX office and coordinates compliance with the federal law that prohibits sex discrimination in educational institutions.

OPHD

PREVENTS AND RESOLVES ISSUES RELATED TO PROTECTED CATEGORIES.

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

- Age
- Ancestry
- Citizenship
- Color
- Disability
- Gender
- Gender expression
- Gender identity
- Genetic information
- Marital status
- Medical condition
- National origin
- Pregnancy
- Race
- Religion
- Sex
- Sexual orientation
- Veteran status

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

How we do it.

The Violence Against Women Act (VAWA) requires university education programs on sexual violence to include prevention awareness and bystander intervention strategies. Sexual violence includes:

- Sexual assault
- Dating violence
- Domestic violence
- Stalking

Reporting options available to someone who experiences sexual violence include criminal, civil, administrative, and non-investigative options.

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

- Advice and consultation
- Education and training programs
- Formal and informal complaint resolution

All members of the UC San Diego community may report bias incidents to **reportbias.ucsd.edu** or **ophd@ucsd.edu**

Retaliation against anyone who reports bias, harassment, or discrimination is strictly prohibited.

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