



OPHD E-news

Fall 2016

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

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LIFE THEATRE SUPERVISOR TRAINING ON NOVEMBER 3 FROM 1 PM TO 3 PM

The award winning acting group, Life Theatre, will be at the Price Center East Forum from 1 pm to 3 pm. Supervisors may satisfy the mandatory sexual harassment prevention training requirement by attending this program. You may register at UC Learning, <http://uclearning.ucsd.edu>.

FOX NEWS SETTLES \$20 MILLION SEX HARASSMENT CLAIM AGAINST ROGER AILES

[Fox News's parent company spent \\$20 million to settle a lawsuit](#) brought by former Fox News anchor, Gretchen Carlson. Carlson sued Roger Ailes, the network founder, alleging she was demoted and eventually fired from Fox News after she refused his sexual advances. Carlson's lawsuit claimed that Ailes made sexual advances, specifically saying, "I think you and I should have had a sexual relationship a long time ago." Ailes has repeatedly denied the allegations. After the lawsuit became public, other women reportedly came forward with complaints about Ailes's inappropriate behavior. Kellie Boyle, a former Republican National Committee field adviser who also worked with Ailes, said that in 1989 Ailes told her, "You know if you want to play with the big boys, you have to lay with the big boys." Fox hired an outside law firm to investigate the allegations, and in early September, the parties reached a settlement with Carlson. The company also publicly apologized to Carlson stating, "We sincerely regret and apologize for the fact that Gretchen was not treated with the respect that she and all our colleagues deserve." Ailes, who received \$40 million from Fox as part of his exit agreement, will reportedly not pay any portion of the settlement.

GOVERNOR JERRY BROWN SIGNS LAWS IMPOSING MANDATORY MINIMUM SENTENCES FOR SEX CRIMES

Public outrage after a Santa Clara County Superior Court judge sentenced a Stanford University student to six months in jail for sexual assault led California lawmakers to respond with calls to increase punishment for rape offenders. Governor [Jerry Brown signed into law two bills](#) in September which will do just that. Assembly Bill 2888 will prohibit a judge from sentencing convicted offenders with probation after they sexually assault someone who is unconscious or intoxicated. Assembly Bill 701 expands the legal definition of rape to include nonconsensual sexual assault. Currently under the law,

those convicted of rape using physical force must serve prison time, but offenders, like the Stanford University student, convicted of sexually assaulting someone who is unconscious or incapable of giving consent because of intoxication, can receive a lesser sentence based on the judge's discretion. AB 2888 and AB 701 will now create mandatory minimum sentences and remove judicial discretion in sentencing.

AB 2888 and AB 701 were supported by crime victim advocates and some law enforcement groups. Both bills had overwhelming support from both Democrats and Republicans in the Assembly. However, the bills also faced some opposition. The American Civil Liberties Union opposed AB 2888, calling it a "hastily-drafted reactionary measure." In requiring prison terms, AB 2888 mandates mandatory minimum sentences that some criminal justice reformers have rejected as rigid. In a message released with his signature, Brown said he was generally opposed to adding more mandatory minimum sentences. "Nevertheless, I am signing AB 2888, because I believe it brings a measure of parity to sentencing for criminal acts that are substantially similar," he said. Both AB 2888 and AB 701 will go into effect January 1.

CALIFORNIA APPROVES GENDER-NEUTRAL RESTROOM BILL WHILE NORTH CAROLINA LOSES NCAA CHAMPIONSHIP EVENTS

Governor Jerry Brown signed [a bill requiring public single-occupancy bathrooms to be "available for all genders."](#) The new law will require business and governments to post non-gender-specific signs on single-occupant restrooms by March 1, 2017. Advocates of the new law drew a direct comparison with the laws restricting bathroom access in places like North Carolina. In recent weeks, the [NCAA announced](#) that it will relocate seven championship events, including all NCAA tournament games, because of North Carolina's laws removing civil rights protections.

DID YOU KNOW? On September 6, 2016, President Barack Obama nominated Abid Riaz Qureshi to the United States District Court for the District of Columbia. If confirmed, Qureshi would become [the first Muslim-American federal judge](#). Qureshi is a Washington lawyer specializing in health care fraud and securities violations. "I am pleased to nominate Mr. Qureshi to serve on the United States District Court bench," Obama said in a statement. "I am confident he will serve the American people with integrity and a steadfast commitment to justice." But with just months left in President Obama's term, Senate Republicans have all but stopped confirming judicial nominations, so it is unlikely that Qureshi will be confirmed before 2017.

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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