

# UCIRVINE

## Office of Equal Opportunity and Diversity

COMMITTED TO EXCELLENCE  
THROUGH DIVERSITY

# Annual Report

## 2013-14

The logo for the Office of Equal Opportunity and Diversity (OFOD) is a white semi-circle containing the letters 'OFOD' in a bold, blue, sans-serif font. The semi-circle is positioned at the bottom center of the page, with white lines radiating upwards from its top edge, creating a sunburst effect that divides the background into blue and yellow sections.

Office Of Equal  
Opportunity and Diversity

**The Office of Equal Opportunity and Diversity (OEOD)** works to ensure UCI's compliance with federal and state laws and University policies regarding discrimination, harassment, retaliation, and sex offenses. OEOD also works to promote and integrate the principles of equal opportunity, affirmative action, nondiscrimination, and inclusive excellence.

OEOD provides a neutral avenue for students, faculty, staff, and those conducting business with the University to explore diversity-related topics and address matters related to equal opportunity, discrimination, harassment, retaliation, and sex offenses.

## **OEOD Services**

- Some examples of OEOD's services and programs include: Addressing complaints of discrimination, harassment, retaliation, and sex offenses on campus through informal resolution or formal investigation.
- Responding to complaints filed with outside agencies including the Department of Fair Employment and Housing, the Equal Employment Opportunity Commission, and the Office of Civil Rights.
- Offering a variety of training programs and workshops on harassment and discrimination prevention, diversity, and cultural awareness for students, faculty, and staff.
- Assisting campus departments in adhering to nondiscrimination and affirmative action guidelines during faculty and staff recruitment and other employment processes.
- Compiling data for the annual affirmative action plan and other organizational analyses.
- Providing support for faculty and staff career development and UCI diversity initiatives.

### **Questions about OEOD's Annual Report can be directed to:**

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**To obtain additional copies of this report, go to [www.oeod.uci.edu/report](http://www.oeod.uci.edu/report).**

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\* Available for review at the Office of Equal Opportunity and Diversity during regular business hours.

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# 2013-14 Highlights

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## VAWA Implementation and New Sex Offenses Guidelines

With the reauthorization of the Violence Against Women Act (VAWA), the responsibility for investigating allegations of sex offenses, including sexual assault, sexual misconduct, domestic violence, dating violence, and stalking, moved from the Office of Student Conduct (OSC) to the Office of Equal Opportunity and Diversity (OEOD).



*Guidelines for Reporting and Responding to Reports of Sex Offenses* were developed as a streamlined resource for the campus community and can be found at UCI Administrative Policies and Procedures, Sec. 700-17, <http://www.policies.uci.edu/adm/procs/700/700-17.html>.

OEOD works with campus partners as part of the Campus Assault Response Team (CART). CART is a team of key administrators from the Office of Student Conduct (OSC), the Campus Assault Resources and Education Office (CARE), UCI Police Department, Campus Counsel, and OEOD, who provide a comprehensive campus response to reports of sex offenses.

## New Investigators Help Cover Increased Workload

OEOD welcomed two new investigators, Cynthia Guadalupe Inda and Dawnita Franklin, in June 2014. Ms. Inda and Ms. Franklin are responsible for conducting formal investigations and informal resolution of complaints alleging discrimination, retaliation, sexual harassment, and sex offenses. They are also charged with responding to complaints filed with state and federal agencies, as well as conducting workshops on the prevention of harassment, discrimination, and sex offenses. With the additional caseload and University obligations that VAWA has generated, both Ms. Inda and Ms. Franklin are valued additions to the office.



Prior to joining OEOD, Ms. Inda practiced criminal and employment law in Los Angeles and has also worked as a Victim Advocate and Diversity Trainer. She graduated *magna cum laude* from Harvard College, and earned a J.D. from Stanford Law School, where she served on the Law Review and was a Soros Fellow. Ms. Inda is the seventh child of Mexican immigrants and the first person in her family to graduate from college.

Ms. Franklin worked as a Moral Character Investigator for the State Bar of California, where she conducted investigations to help safeguard California's legal profession from unethical practitioners. During her tenure with the State Bar of California, she also served as general steward for SEIU 1000 where she represented employees in grievance matters and helped to ensure workplace equity for union members. Ms. Franklin received her Bachelor's Degree in Criminal Justice from San Diego State University and a Master's Degree in Public Administration from Long Beach State University.



## Campus Conversation Series Completes Its Fifth Year



Through its Campus Conversation Series, OEOD provides the campus community with opportunities to engage in dialogue about contemporary topics related to equal opportunity and diversity. Launched in May 2009, the series just completed its fifth year. The 2013-14 series featured Provost Howard Gillman, who spoke to UCI students, faculty and staff members about the compelling interest of diversity in higher education; a conversation with Nicole Hisatomi, Associated Students of UCI (ASUCI) President, regarding the ASUCI “Language is Power” campus campaign; and John Daly, Assistant Vice Chancellor for Human Resources and a veteran of the U.S. Air Force, who kicked off the series with comments regarding challenges veterans face transitioning from military to civilian life.

## House of Worship Tour Series



On October 29, 2013, OEOD launched the House of Worship Tour Series. The series aims to educate UCI campus participants about the beliefs and practices of different faith traditions, help participants acquire useful interfaith skills, highlight commonalities among different faith traditions, explore the issues and challenges faced by faith group members, and enhance and promote interfaith relations. The series consists of four guided site visits with presentations and discussions.

Eighteen UCI faculty and staff members participated in OEOD’s first series and visited four local houses of worship: a Jewish synagogue, Congregation Shir Ha-Ma’alot; a Christian church, Christ Our Redeemer AME Church; a Buddhist temple, Pao Fa Buddhist Temple; and an Islamic mosque, Islamic Center of Irvine.

Participants of the series commented: “I appreciated the variety of ways in which people can worship, and how such diversity could all be located in just the one city of Irvine.” “I would highly recommend this program...The more we learn about one another, the better the opportunity to get along with one another.”

## Diversity in Medicine Graduation Stoles

Diversity in Medicine (DIM) is a course that provides information to help healthcare professionals and medical students maximize the quality of patient care in a diverse society. The course is a collaboration between OEOD, the School of Medicine, and the Program in Public



Health. UCI students who have completed the course are selected each year to be coordinators for the following year's program. The coordinators organize the content of each session, including selecting topics and speakers, coaching presenters on the format and focus of presentations, and introducing speakers for each class. This year, in recognition of the coordinators' contributions to the success of the program, the DIM Alumni Advisory Council, comprised of former DIM coordinators, designed a custom stole to bestow upon each graduating DIM coordinator.



## Campus Climate Study

Committed to a healthy and inclusive climate.

The results of the systemwide campus climate study were released by the UC Office of the President on March 19, 2014. This study was the culmination of a two-year process that included surveying all UCI students and employees in January and February 2013. Rankin & Associates Consulting administered the survey and generated reports for each campus and the UC system. OEOD served on the systemwide committee and coordinated the implementation of the UCI survey. UCI's Advisory Council on Campus Climate, Culture and Inclusion is tasked with identifying action items from the report for UCI to address in the coming year. The full report is available on the UCOP website: <http://campusclimate.ucop.edu/results/index.html>.

## Inaugural Global Equity Games at UCI



On May 7, 2014, UCI launched its first Global Equity Games. Faculty, staff, and student participants were randomly assigned to teams and worked together to solve seven fun challenges, including brain teasers, designing and building temporary structures, and juggling familiar and not-so-familiar objects. OEOD and Academic Personnel co-sponsored a challenge requiring that participants map the answers to diversity-related questions on campus and medical center maps. The game area in Aldrich Park was ringed by information booths, including one for OEOD, that provided resources to the campus community.

## Diversity Development Program

In 2013-14, OEOD marked the completion of another successful Diversity Development Program (DDP). This year's participants were highly engaged, going beyond the regular 10 sessions by requesting two extra brown bag sessions and planning five diversity-related field trips across southern California. The extra sessions, *Intercultural Relations: Children of Mixed Marriages* and *LGBT and UCI*, were scheduled during the lunch hour and open to the campus community.



The program culminated on May 19, 2014, with a graduation celebration the class themed *DiversiTEA, IdentiTEA, and Me*. The event featured teas and food from all around the world and performances by two UCI student dance groups, UCI Zamana and Ballet Folklórico de UCI. Provost Howard Gilman delivered the keynote address and presented the certificates to each graduate at the celebration, which was attended by supervisors, friends, and family.

## OEOD Sponsorships

OEOD is proud to support campus events that promote inclusivity and celebrate the richness of our diverse community. In 2013-14, OEOD sponsored the 7<sup>th</sup> Annual UCI Police Awards Breakfast, the 5<sup>th</sup> Annual Veterans Appreciation Dinner, the 12<sup>th</sup> Annual Black Leadership Advancement Coalition Dinner and Awards Banquet, and the Lesbian Gay Bisexual Transgender Resource Center's End of Year Celebration and Lavender Graduation. In addition, OEOD covered 50% of the registration fees for UCI employees who wanted to improve their Spanish skills through University Extension's Workplace Spanish or Spanish in Healthcare courses. With University Extension covering the other 50% of the fees, UCI employees were able to take these courses for free.

OEOD also provided advertising support for the Black Faculty and Staff Association, the Martin Luther King, Jr. Symposium, and the ADVANCE Program, along with other programs related to diversity at UC Irvine.

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# Complaint Resolution

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All persons who participate in University of California, Irvine programs and activities have the right to work and learn together in an atmosphere free of discrimination, harassment, retaliation, and sex offenses. To this end, OEOD receives, investigates and works toward resolution of these complaints.

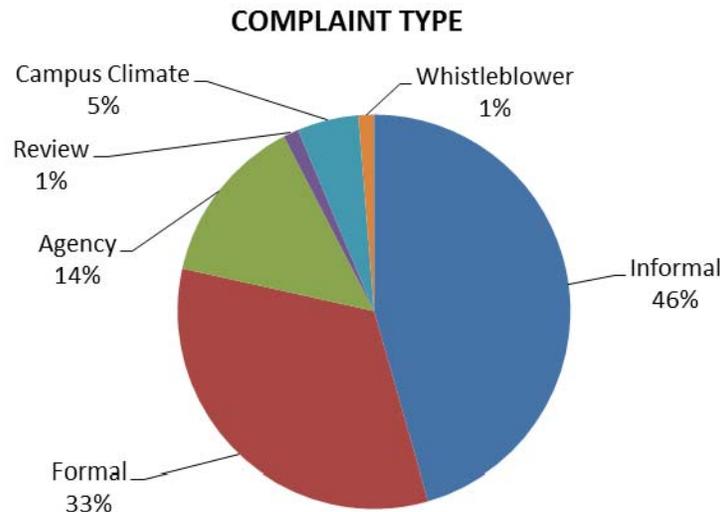
Provided in the charts below are OEOD's statistics for the 2013-2014 year<sup>1</sup>.

Complaints received by OEOD can be

- **formal** (filed in writing and requiring investigation),
- **informal** (no investigation requested or performed, but involving complaint resolution action), or from an
- **outside agency** (brought by the California Department of Fair Employment and Housing, the U.S. Equal Employment Opportunity Commission, or the U.S. Office for Civil Rights).

**Whistleblower** and **campus climate** complaints that allege discrimination, harassment, retaliation or sex offense are forwarded to OEOD for review and possible investigation.

In addition, OEOD receives **inquiries** (requests for information or referrals, or initial contacts that may eventually result in a complaint).



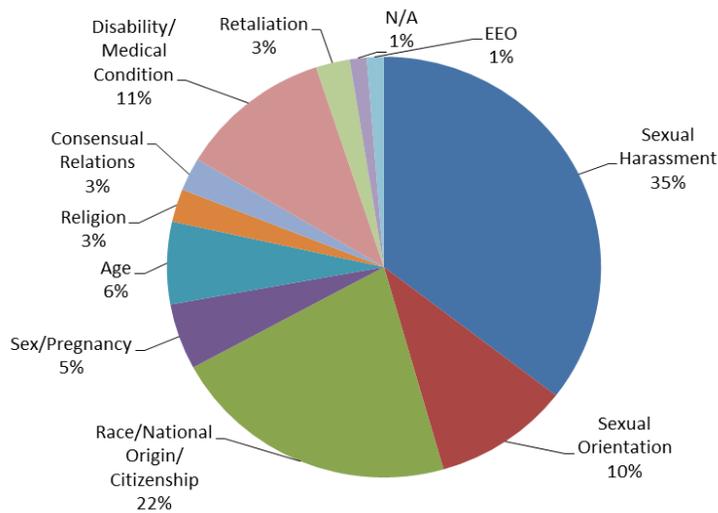
During the 2013-14 year, OEOD received **79** complaints of discrimination or sexual harassment and **166** inquiries. As has generally been the case, the majority of these complaints are informal, which means a member of the UCI community sought assistance in resolving their matter without investigation.

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<sup>1</sup> Sex offenses statistics are reported on pages 10 – 11.

The most frequent type of complaint OEOD receives continues to be sexual harassment, followed by race/national origin/citizenship status and disability/medical condition.

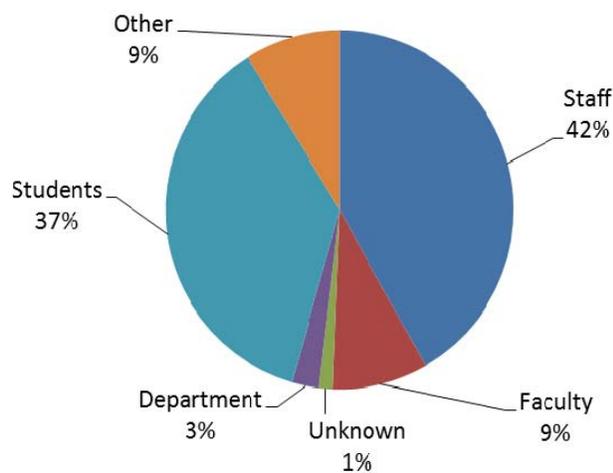
### BASIS OF COMPLAINT



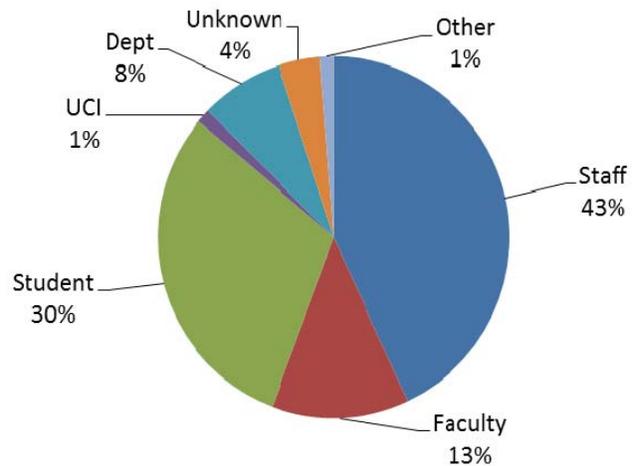
Complaints *brought by* staff account for **42%** of the complaints OEOD received, followed by student complaints (**37%**). Faculty complaints totaled approximately **9%**. Complaints from other sources (anonymous, applicants, vendors, patients, etc.) account for the remaining **13%**.

Staff accounted for **43%** of the respondents. Complaints against students were **30%**, and those against faculty were **13%**. In some cases, complaints were *brought against* a department, the university, or an outside or unknown source, accounting for the remaining **14%**.

### COMPLAINTS BROUGHT BY:



### COMPLAINTS BROUGHT AGAINST:



Refer to Appendix A for a brief description of each complaint OEOD received in 2013-14.

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## Sex Offenses

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The 2013-14 year brought the implementation of the Violence Against Women Reauthorization Act (VAWA). VAWA is a 2013 federal law that requires campuses to take specific actions to prohibit and respond to sex offenses. OEOD is committed to creating and maintaining an environment in which all persons who live, work, and learn in our campus community can be free of all forms of sexual assault, sexual misconduct, domestic violence, dating violence, stalking, and retaliation. Sex offenses threaten the emotional, physical, and psychological well-being of our students, faculty, and staff and endanger the safety of our community. Sex offenses impact our students' ability to feel safe on our campus and to achieve their greatest potential in the classroom. Similarly, sex offenses impede the health and safety of faculty and staff, substantially impairing their ability to teach, research, heal, and to serve our University in their myriad of vital roles. In 2013-14, OEOD collaborated with several campus partners to create policies and trainings that prohibit, prevent, and respond to sex offenses, as VAWA requires.

As part of this collaborative implementation effort, OEOD worked with Campus Counsel, CARE, the Office of Student Conduct, and the Administrative Policies and Records Office, to create the new *Guidelines for Reporting and Responding to Reports of Sex Offenses (UCI Administrative Policies and Procedures, Sec. 700-17)*. The *Guidelines* create a streamlined reporting and response protocol. As part of the new protocol, students, staff and faculty who make a report to OEOD will receive information about their options to pursue a criminal complaint or file an administrative complaint for investigation through OEOD; they also receive detailed information about available support resources. As a result of the implementation of the VAWA requirements and the creation of the *Guidelines*, the investigation of all student-related sex offense cases transitioned from the Office of Student Conduct to OEOD, and OEOD also began investigating all reports of alleged sex and gender-based misconduct involving staff and faculty.

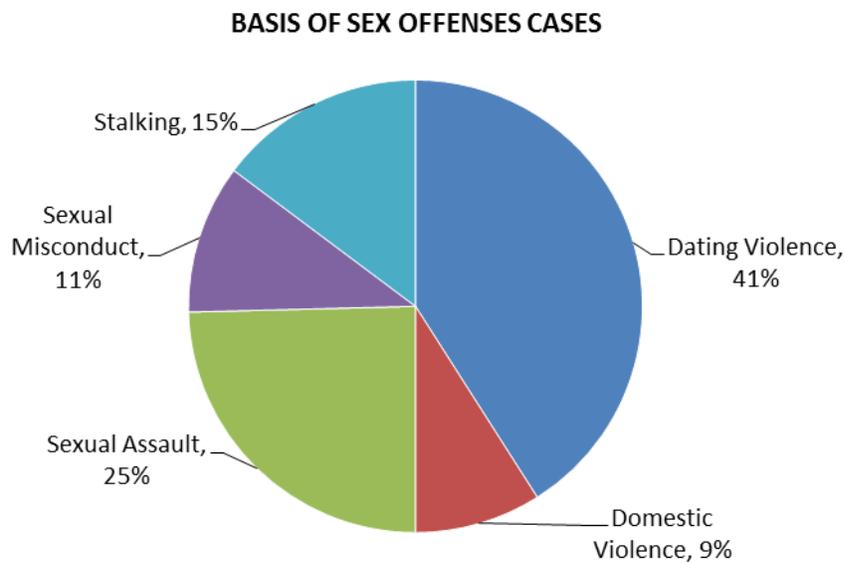
In collaboration with CARE, OEOD developed and revised its education and training programs to include VAWA-specific information about sexual assault, dating and domestic violence, stalking, risk reduction strategies, and bystander intervention. Starting last year, this important information was provided to the following groups on campus:

- Housing staff (including professional staff, senior housing officials, and approximately 400 resident assistants);
- Athletic department (both coaches and student athletes);
- Campus Coordinated Response Team;
- UCI Police Department;
- Student Conduct Review Boards;
- First-year students through the Student Parent Orientation Program and the First Year Internet Required Safety Training;
- ADVANCE Equity Advisors;
- Assistant Deans;
- Supervisors in all AB1825;
- Student Life & Leadership Cabinet.

OEOD's Title IX Officer meets weekly with CART. With representatives from the Office of Student Conduct, CARE, UCI Police Department, Campus Counsel, and OEOD, CART provides a comprehensive campus response to reports of sexual assault, dating and domestic violence, stalking, and sexual misconduct.

Since the creation and implementation in September 2013 of UCI's new policies and procedures for reporting and responding to sex offenses, OEOD has provided services to all of the **119** individuals who inquired about sex offense-related issues. Most of these individuals obtained remedial assistance, such as no contact orders, changes to housing, academic or work schedules, social work referrals, counseling, and victim advocacy services. Approximately **20%** of these individuals chose to pursue an OEOD complaint and investigation. Violations were found in more than 50% of these cases. Sanctions for students found in violation of the University Policy ranged from probation to expulsion.

Half of the sex offense-related cases reported to OEOD involved allegations of dating or domestic violence.



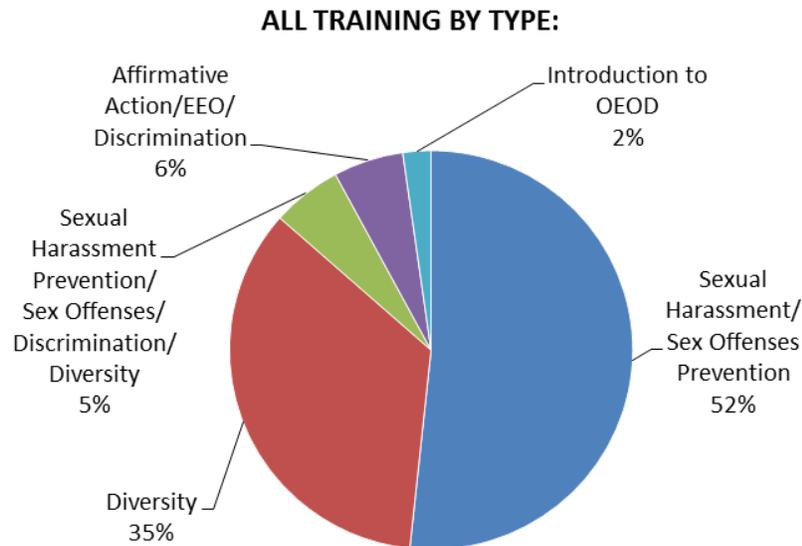
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## Training and Educational Programs

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Training programs are preventative tools used to assist the University's compliance with harassment and discrimination laws and policies as well as to foster an inclusive and respectful university community. OEOD education programs focus on an array of issues including discrimination, harassment, sex offenses, diversity, cultural awareness, cross-cultural communication, and affirmative action.

In 2013-14, OEOD conducted **89** workshops and training programs, reaching an audience of **3,238** individuals throughout the campus and the medical center. The chart below shows the types of programs OEOD provided.



In addition to OEOD's three annual diversity series, *Diversity in Medicine*, *Diversity Development Program*, and *Campus Conversations Series*, OEOD provided a five-session diversity leadership program for UCI's Police Department and a two-day House of Worship Tour that introduced UCI employees to different religions in the Irvine community. OEOD also rolled out sex offense prevention workshops for the campus and a Diversity in Medicine Leadership Program for students selected to serve as coordinators for the DIM course.

As an alternative to the UC 2-hour online AB1825 course, OEOD continued to provide instructor-led workshops and Life Theatre performances<sup>2</sup> to satisfy the requirements of this California law mandating sexual harassment prevention education for all supervisors, including all faculty.

Refer to Appendix B for a list of all training programs delivered by OEOD in 2013-14.

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<sup>2</sup> Life Theatre utilizes professional actors to dramatize real life scenarios and is an educational alternative to instructor-led and online courses.

The table below illustrates each unit's compliance with California law AB1825 as of June 30, 2014. With a **93%** compliance rate, UCI continues to surpass the systemwide compliance average of **86%**.

### AB1825 Compliance

School/Unit	Total	Completed	Overdue	Percentage Completed
Education	67	67	0	100%
Research	86	85	1	99%
University Advancement	85	84	1	99%
Library	65	64	1	98%
Chancellor's Office <sup>1</sup>	51	50	1	98%
Athletics	87	85	2	98%
Biological Sciences	145	141	4	97%
Office of Information Technology	99	95	4	96%
Medical Center	439	420	19	96%
Social Ecology	78	74	4	95%
Humanities	263	249	14	95%
University Extension <sup>2</sup>	92	87	5	95%
Office of Academic Affairs <sup>3</sup>	89	84	5	94%
Medicine	599	566	33	94%
Arts	107	100	7	93%
Administrative & Business Services	176	162	14	92%
Student Affairs	227	207	20	91%
Physical Sciences	202	182	20	90%
Social Sciences	184	163	21	89%
Information & Computer Sciences	88	77	11	88%
Health Sciences <sup>4</sup>	50	43	7	86%
Engineering	157	134	23	85%
Business	118	98	20	83%
Law	67	45	22	67%
<b>TOTAL</b>	<b>3,621</b>	<b>3,362</b>	<b>259</b>	<b>93%</b>

<sup>1</sup> Includes Bren Events Center, Planning and Budget, and Strategic Communications.

<sup>2</sup> Includes Summer Sessions.

<sup>3</sup> Includes Division of Undergraduate Education, Graduate Division, Public Records Office, OEOD, and University Ombudsman.

<sup>4</sup> Includes Nursing Science, Pharmaceutical Sciences, and Public Health.

In addition, the online sexual harassment prevention training for non-supervisory employees, teaching assistants, and students, offered through Workplace Answers (formerly New Media Learning), reached **624** individuals in 2013-14.

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# Affirmative Action Programs

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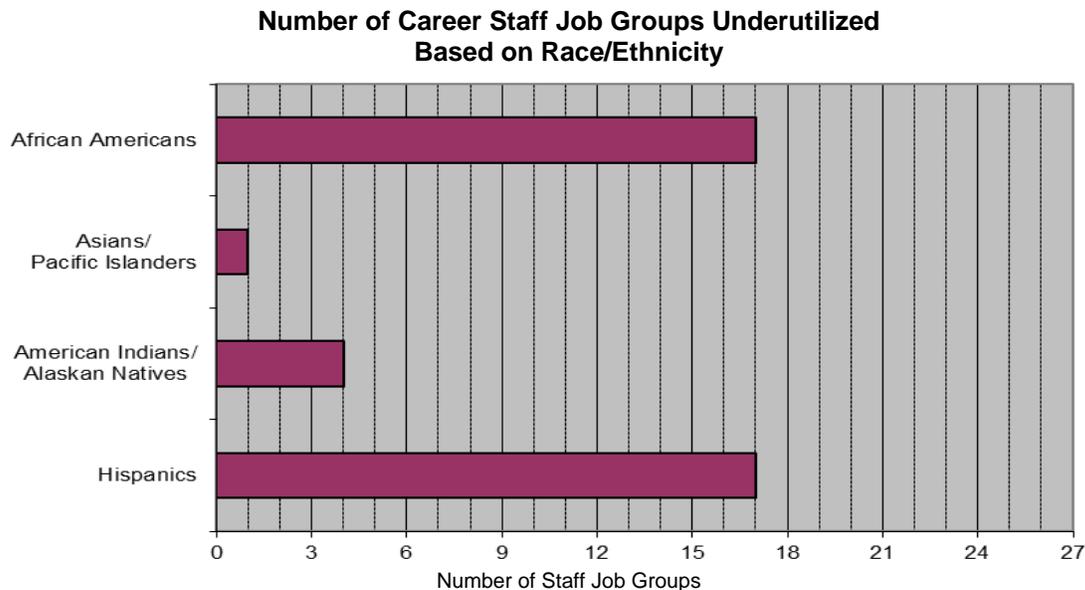
As a federal contractor, UCI must take affirmative action to promote the full realization of equal opportunity in employment for women, minorities, protected veterans, and individuals with disabilities. Federal regulations also require that UCI maintain and annually update a written affirmative action plan.

Underutilization statistics are included in the annual Affirmative Action Plan. Underutilization is identified when a job group's actual workforce representation is less than the estimated availability by at least one whole person. Availability is calculated based on the job areas represented at UCI in the reasonable recruitment area. For career staff, the reasonable recruitment area ranges from the local county to the national level based on job groups. Availability for all academic positions is based on national statistics.

For any area where underutilization has been identified, a placement goal is set equal to the expected availability percentage. For example, the estimated availability for tenured faculty women at UCI is 37.3%. The actual representation of women in the tenured ranks is 29.9%. Of the 911 tenured faculty at UCI as of October 31, 2013, 272 were women. The expected number based on the estimated availability was 340. Therefore, UCI had 68 fewer female faculty than expected. Hence, a placement goal of 37.3% was set for women in the tenured ranks.

## Statistical Highlights

In 2013-14, of the **27** career **staff** job groups, women were identified as underutilized in **12** job groups and minorities in **nine**. Detailed analysis by race/ethnicity shows the following:



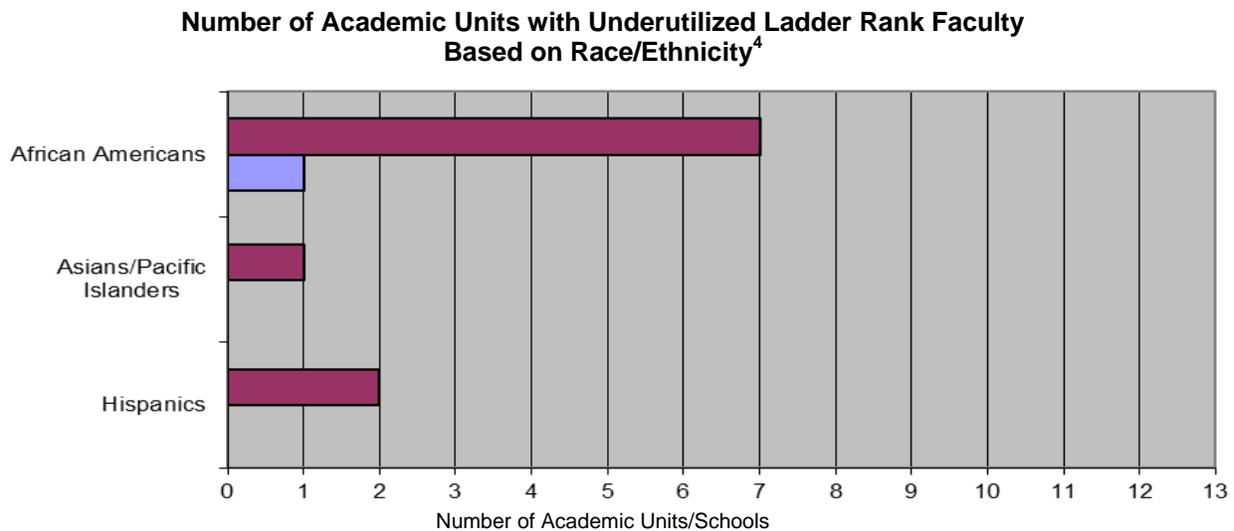
Detailed career staff areas of underutilization and placement goals are provided in Appendix C.<sup>3</sup>

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<sup>3</sup> Available in the Office of Equal Opportunity and Diversity during regular business hours.

In 2013-14, the overall **faculty** for UCI reflected underutilization of women and African Americans in both the tenured and tenure-track ranks. American Indians/Alaskan Natives were also underutilized in the tenured ranks.

When reviewing utilization across UCI’s schools, women were underutilized in the tenured ranks in nine of the **13** academic divisions, as well as in **five** schools at the tenure-track level. The number of academic units where underutilization by race/ethnicity was identified is presented below:



In the Academic Deans job group, women were identified as underutilized compared to availability. Underutilization was also identified for women and minorities in non-regular-rank academic job groups. Detailed academic areas of underutilization and placement goals are provided in Appendix D.<sup>5</sup>

### Good Faith Efforts

OEOD took the following affirmative actions in support of UCI’s good faith efforts to ensure equal opportunity in employment:

- Contracted with *Inside Higher Ed* for unlimited job postings to its website and automatic posting of all academic recruitments to InsideHigherEd.com.
- Posted all academic recruitments to the Southern California Higher Education Consortium website (SoCalHERC.org) on a weekly basis.
- Co-sponsored the registration fees for 126 UCI employees who enrolled in and completed the Workplace Spanish or Spanish in Healthcare courses.
- Trained supervisors on equal opportunity, affirmative action, and diversity considerations that impact recruitment and other employment decisions through the UCI Core Supervision Certificate Program.

<sup>4</sup> American Indians/Alaskan Natives were not identified as underutilized within the ladder faculty ranks in any of the individual academic units.

<sup>5</sup> Available in the Office of Equal Opportunity and Diversity during regular business hours.

- In partnership with the Office of Information Technology and Academic Personnel, trained campus personnel officers and RECRUIT department analysts on the new online academic recruitment approval process and required documentation.
- Represented UCI along with Human Resources at the Southern California Veterans Employment Committee meeting and hosted community veteran representatives at UCI's Veterans Appreciation Dinner.
- Provided financial support for the UCI Chancellor's ADVANCE Postdoctoral Fellowship.
- Provided administrative and marketing support to UCI employee diversity affinity groups.
- Posted availability statistics for academic and staff job groups on the OEOD website.
- Presented updates to campus constituents on new affirmative action regulations released by the U. S. Department of Labor's Office of Federal Contract Compliance Programs related to individuals with disabilities and protected veterans.
- Engaged Graystone Group Advertising to develop and place recruitment ads that highlight UCI's diverse workforce in publications that serve diverse populations, including *Winds of Change* (produced by the American Indian Science and Engineering Society), *Diverse Issues in Higher Education*, *INSIGHT Into Diversity*, *US Veterans*, *Hispanic Network*, and *The Chronicle of Higher Education's Diversity in Academe* issue.

UNIVERSITY of CALIFORNIA  
**IRVINE**

*Expect Equity, Support Diversity*

**#1 in the United States  
and #5 globally among schools  
under 50 years young**  
*- Times Higher Education*

UC Irvine is committed to excellence through diversity and promotes a campus climate of inclusion that welcomes scholars and employees from different backgrounds, abilities, and cultures around the world.

To learn more about UC Irvine:  
[www.uci.edu](http://www.uci.edu)

[www.uci.edu/diversity](http://www.uci.edu/diversity)  
An Equal Opportunity Employer  
Committed to Excellence  
through Diversity

**Appendix A**  
**DISCRIMINATION/SEXUAL HARASSMENT CASES**

<b>Complainant</b>	<b>Respondent</b>	<b>Complaint</b>	<b>Basis</b>	<b>Allegations</b>	<b>Status</b>
Staff	Department	<b>Agency</b>	Age; Sex; Race; Retaliation	Terminated	No violation found.
Staff	Department	<b>Agency</b>	Retaliation	Constructive resignation	No violation found.
Other	Department	<b>Agency</b>	Age	Employment denied	No violation found.
Staff	Staff	<b>Agency</b>	Disability	Hostile environment; forced transfer	Pending.
Staff	Department	<b>Agency</b>	Age	Termination	Pending.
Staff	Staff	<b>Agency</b>	Race; Color; Age; Retaliation	Inappropriate remarks; unfair treatment	Pending.
Staff	Staff	<b>Agency</b>	Disability	Denial interactive process; denied accommodation; termination	Pending.
Staff	Staff	<b>Agency</b>	Disability; Age; Ancestry; Retaliation; National Origin; Race; Sex/Gender	Harassment; unfair treatment	Pending.
Staff	Faculty; Staff	<b>Agency</b>	National Origin; Retaliation	Inappropriate remarks; termination	Pending.
Other	UCI	<b>Agency</b>	Race	Not interviewed or hired	Pending.
Staff	Staff	<b>Agency</b>	Disability	Harassment; transfer of job; retaliation; forced resignation	Pending.
Student	Faculty	<b>Campus Climate</b>	Sexual Harassment	Inappropriate remarks	Provided information and education to respondent.
Students	Students	<b>Campus Climate</b>	National Origin	Expression of bias; disparaging behavior	Provided information and education to respondent.
Anonymous	Student	<b>Campus Climate</b>	Sexual Orientation	Homophobic comments	Provided information and education to respondent.
Anonymous	Student; Faculty	<b>Campus Climate</b>	Disability; Medical Condition	Discriminatory comments	Provided training to respondents.
Staff	Staff	<b>Formal</b>	Medical Condition; Age; Retaliation	Harassment	No prima facie case; referred to Human Resources.
Students	Student	<b>Formal</b>	Sexual Orientation	Offensive and harassing Twitter posts	Violation of policy found. Respondent received sanction letter, placed on disciplinary probation and required to meet with LGBT Resource Center director.
Student	Staff	<b>Formal</b>	National Origin; Religion; Retaliation	Treated differently	No violation of policy found.
Staff	Staff	<b>Formal</b>	N/A	Unfair termination	No prima facie case.
Staff	Staff	<b>Formal</b>	Disability; Age; Sex; National Origin; Ancestry; Race	Violated accommodation agreement; pressured to take early retirement; favoritism; disparaging remarks	No violation of policy found.

**Appendix A**  
**DISCRIMINATION/SEXUAL HARASSMENT CASES**

<b>Complainant</b>	<b>Respondent</b>	<b>Complaint</b>	<b>Basis</b>	<b>Allegations</b>	<b>Status</b>
Other	Staff	<b>Formal</b>	Sexual Harassment	Inappropriate conversation	Violation of policy found. Respondent terminated.
Staff	Staff	<b>Formal</b>	Sexual Orientation	Harassment	No violation of policy found.
Student	Staff; Faculty	<b>Formal</b>	Citizenship; Color; Race	Unfair restrictions in application of policy	Complaint withdrawn.
Department	Staff	<b>Formal</b>	Race; Sex; Disability; Age	Harassment	No violation of policy found.
Staff	Staff	<b>Formal</b>	Age	Inappropriate comments	No violation of policy found.
Staff	Staff	<b>Formal</b>	Retaliation	Unfair treatment	No violation of policy found.
Student	Faculty	<b>Formal</b>	Age	Dismissive treatment	No violation of policy found.
Student	Students	<b>Formal</b>	Sexual Orientation	Harassment	No violation of policy found.
Staff	Staff	<b>Formal</b>	Sex; Color; Sexual Orientation	Denied permanent position	No violation of policy found.
Staff	Staff	<b>Formal</b>	National Origin	Discrimination; harassment	No violation of policy found.
Faculty	Faculty	<b>Formal</b>	Sex	Hostile environment	No violation of policy found.
Student	Student	<b>Formal</b>	Sexual Harassment	Unwelcome advances	Violation of sexual harassment policy found. No violation of sex offense policy found. Sanction pending.
Student	Student	<b>Formal</b>	Sexual Harassment	Repeated requests for dates.	Pending.
Staff	Faculty; Staff	<b>Formal</b>	Disability; Age; Retaliation; Sex	Harassment; differential treatment; trying to force her to resign	Pending.
Student	Staff	<b>Formal</b>	Consensual Relationship; Sexual Harassment	Consensual relationship; retaliation after relationship ended	Pending.
Staff	Staff	<b>Formal</b>	Disability; Sex; Retaliation	Negative comments; unfair treatment	Pending.
Staff	Faculty	<b>Formal</b>	Sexual Harassment	Unwelcome touching, comments	Pending.
Faculty	Faculty	<b>Formal</b>	Sexual Harassment	Inappropriate photo text	Violation of policy found. Sanction pending.
Unknown	Student	<b>Formal</b>	Sexual Harassment	Threatening comment	No prima facie case.
Staff	Staff	<b>Formal</b>	Pregnancy	Nonaccommodation	Pending.
Faculty	Unknown	<b>Formal</b>	National Origin; Race	Harassing letters	Pending.
Faculty	Faculty; Student	<b>Informal</b>	Consensual Relationship	Conflict of interest due to consensual relationship	Supervisory roles reassigned and noted in MOU.
Student	Student	<b>Informal</b>	Sexual Harassment	Over-sharing; favoritism	Provided information and education to respondent.

**Appendix A**  
**DISCRIMINATION/SEXUAL HARASSMENT CASES**

<b>Complainant</b>	<b>Respondent</b>	<b>Complaint</b>	<b>Basis</b>	<b>Allegations</b>	<b>Status</b>
Student	Student	<b>Informal</b>	Sexual Harassment	Sexual text messages	Provided information and education to respondent.
Student	Student	<b>Informal</b>	Race	Offensive remarks on a poster	Provided information and education to respondent.
Students	Students	<b>Informal</b>	Race; Sex	Offensive Facebook post	Provided information and education to respondents.
Staff	Staff	<b>Informal</b>	Religion	Inappropriate language use in email	Provided information and education to respondent.
Staff	Staff	<b>Informal</b>	National Origin	Unfair hiring	Provided information to complainant.
Student	Student	<b>Informal</b>	Religion	Shoved in elevator	Respondent unknown. Referred to Office of Student Conduct.
Staff	Staff	<b>Informal</b>	Sex	Unfair hiring	Provided information and education to respondent.
Student	Staff	<b>Informal</b>	Sexual Harassment	Unwelcome special attention; lewd gesturing	Provided information and education to respondent.
Student	Student	<b>Informal</b>	Sexual Harassment	Videotaping without consent; showing videos to others	No unwelcome sexual conduct alleged. Referred to Office of Student Conduct.
Staff	Unknown	<b>Informal</b>	Sexual Orientation	Vandalism of equipment	Provided training to department.
Staff	Staff	<b>Informal</b>	Sexual Harassment	Inappropriate comments	Human Resources addressed issue; respondent received written warning.
Faculty	Student	<b>Informal</b>	Sexual Harassment	Unwanted comments; touching	Provided information and education to respondent.
Student	Department	<b>Informal</b>	Citizenship	Denied financial aid	Provided information and education to complainant.
Staff	Staff	<b>Informal</b>	Sexual Harassment	Inappropriate touching	Provided information and education to respondent.
Staff	Staff	<b>Informal</b>	Sexual Harassment	Inappropriate gestures	No prima facie case.
Staff	Staff	<b>Informal</b>	Sexual Orientation	Inappropriate remarks	Provided information and education to respondent.
Department	Student	<b>Informal</b>	Sexual Harassment	Downloaded pornography video on University's computer	Provided training to respondent.
Staff	Staff	<b>Informal</b>	Sexual Orientation	Harassed due to inquiry about sexual orientation	Provided information and education to respondent.
Staff	Staff	<b>Informal</b>	Sexual Harassment; Retaliation	Employment terminated after refusing advances	Provided information and education to respondent. Provided training to department.
Staff; Students	Student	<b>Informal</b>	Sexual Harassment	Unwelcome grabbing; hugging	Provided information and education to respondent.
Student	Student	<b>Informal</b>	Sexual Harassment	Posting sexually derogatory pictures	Provided information and education to respondent.
Student	Student	<b>Informal</b>	Sexual Harassment	Inappropriate email	Provided training to department.

**Appendix A**  
**DISCRIMINATION/SEXUAL HARASSMENT CASES**

<b>Complainant</b>	<b>Respondent</b>	<b>Complaint</b>	<b>Basis</b>	<b>Allegations</b>	<b>Status</b>
Student	Student	<b>Informal</b>	Race	Class comments creating hostile environment	Department followed up with parties.
Student; Student	Student	<b>Informal</b>	Sexual Harassment	Harassing comments	Provided information and education to respondents.
Student	Faculty	<b>Informal</b>	Sexual Harassment	Unwelcome comments	Provided information and education to respondent.
Student	Other	<b>Informal</b>	Race	Unfair treatment	No prima facie case. Referred to Ombudsman Office.
Staff	Department	<b>Informal</b>	EEO	Lack of pay equity	Pending.
Students	Staff	<b>Informal</b>	Sexual Harassment	Unwelcome personal inquiries; request for dates	Provided information and education to respondent. Respondent received counseling memo.
Student	Unknown	<b>Informal</b>	Sexual Harassment	Unwelcome touching	Provided information and education to department.
Faculty	Staff	<b>Informal</b>	Race; Retaliation	Unfair treatment	Pending.
Student	Student	<b>Informal</b>	Sexual Harassment	Consensual Relations	Provided information and education to respondent.
Student	Student	<b>Informal</b>	Sexual Harassment	Inappropriate touching	Provided information and education to respondent.
Student	Student	<b>Informal</b>	Sexual Harassment	Inappropriate stares and confrontation.	Provided resources to complainant. Provided information and education to respondent.
Faculty	Faculty	<b>Informal</b>	Sexual Harassment; Retaliation	Harassing because no longer dating	No prima facie case. Referred parties to resources.
Anonymous	Staff	<b>Review</b>	Race; Religion	Hostile environment; subjected co-workers to offensive photos on social media	No evidence found to substantiate allegation.
Staff	Staff	<b>Whistleblower</b>	Sexual Orientation; Race	Hostile environment; inappropriate comments	No violation found. Provided training and education to department.

**Appendix B**  
**TRAINING AND EDUCATIONAL PROGRAMS**

Unit	Department	Presentation Title	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Academic Affairs	ADVANCE Program	Sexual Offense Prevention	30	10	20		
	Office of Equal Opportunity and Diversity	Campus Diversity	8			8	
Academic Senate	Council on Faculty Welfare, Diversity and Academic Freedom	New Affirmative Action Regulations	18	5	12	1	
	Council on Faculty Welfare, Diversity and Academic Freedom	OEOD Complaint Resolution	15	3	12		
Administrative & Business Services	Facilities Management	Sexual Harassment Prevention	22	22			
	Police	Police Diversity Program (5 Sessions)	15	15			
Arts	Arts	AB1825 Sexual Harassment Prevention	154	28	18	108	
Biological Sciences	Ecology & Evolutionary Biology	Sexual Harassment Prevention	15			15	
	Ecology & Evolutionary Biology	Sexual Harassment Prevention	15			15	
	Ecology & Evolutionary Biology	Sexual Harassment Prevention	15			15	
	Ecology & Evolutionary Biology; Developmental & Cell Biology; Neurobiology & Behavior	Sexual Harassment Prevention for TAs	26			26	
Chancellor's Office	Athletics	Sexual Harassment/Sexual Offense Prevention	46	1		45	
	Athletics	Sexual Harassment/Sexual Violence Prevention	32	32			
	Chancellors Advisory Council (CAC)	AB1825 Sexual Harassment Prevention	7	2	5		
Division of Undergraduate Education	Learning and Academic Resource Center	Diversity & Intercultural Communication	13	1		12	
Engineering	Electrical Engineering and Computer Science	Sexual Harassment Prevention and Diversity	105	1		104	
	Engineering	Sexual Harassment Prevention	5	2		3	
Library	Library	International Studies	45	40		5	
	Library	Sexual Harassment Prevention	45	35	10		
Medical Center	Information Services	Sexual Harassment Prevention	25	25			
	Multiple Departments	AB1825 Sexual Harassment Prevention	14	6	8		
	Nursing Quality & Education	Crucial Conversations	104	104			
	Nursing Quality & Education	Cultural Competence & Nursing	11	11			
Medicine	Beckman Laser Institute	AB1825 Sexual Harassment Prevention	31		31		
	Center for Autism	Orientation/New Staff Workplace Diversity	36	30	3	3	
	Center for Autism	Workplace Diversity (2 sessions)	10	8	1	1	
	Medical Education	Sexual Harassment Prevention & Nondiscrimination	100			100	
	Obstetrics & Gynecology	AB1825 Sexual Harassment Prevention	15	2	11		2
Physical Sciences	Chemistry	Sexual Harassment Prevention for TAs	60			60	
	Physics	Sexual Harassment Prevention for TAs	25			25	
Social Sciences	Global Connect	Campus Diversity	155	10		145	
	Social Sciences	Sexual Harassment Prevention for TAs	65			65	
	Social Sciences Dean's Ambassadors	Diversity Training Workshops	34	2		32	

**Appendix B**  
**TRAINING AND EDUCATIONAL PROGRAMS**

Unit	Department	Presentation Title	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Student Affairs	Associated Students of UCI	Sexual Harassment/Discrimination/Sex Offense Prevention	24	4		20	
	CARE	CHAMPS Reporting Panel: OED Complaint Resolution	9	1		8	
	CARE	Sexual Offense Policy and Procedures	9	4		5	
	Center for Educational Partnership	Sexual Harassment Prevention	40			40	
	Center for Educational Partnership	Sexual Harassment Prevention	45			45	
	Housing	Diversity	23	1		22	
	Housing	Sexual Harassment Prevention	12	2		10	
	Housing	Sexual Harassment Prevention, Discrimination, Sex Offense	10	10			
	Housing	Sexual Harassment Prevention, Discrimination, Sex Offenses	300			300	
	Housing	Sexual Harassment, Discrimination, & Sexual Offense Prevention	10	10			
	Housing	Sexual Offense Policy & Procedures	11	11			
	Housing	Sexual Offense Prevention	32	2		30	
	Student Affairs	Language is Powerful, Using Bystander Intervention to Impact	50			50	
	Student Affairs	Sex Offense Policy & Procedure	40	35		5	
	Student Health Center	Intercultural Communication & Diversity	58	58			
	Student Life & Leadership	Every Breath You Take...The Issue of Stalking on College Campuses	26	6		20	
	Student Life & Leadership	Gender Gap: Is There One?	20			20	
	Student Life & Leadership	Johari Window	70			70	
	Student Life & Leadership	OSC Career Panel: Role of an Investigator	10	2		8	
	Student Life & Leadership	Relationship Abuse 101	26	6		20	
	Student Life & Leadership	Sexual Offense Prevention	6	6			
	Student Life & Leadership	White Privilege	30			30	
Student Outreach and Retention (SOAR) Center	Equal Employment Opportunity/Affirmative Action in Recruitment	8	5		3		
Vice Chancellors Management Group (VCMG)	Sexual Offense Prevention	8	8				
University Extension	University Extension	Campus Diversity	27	7			20
	University Extension	Sexual Harassment Prevention	10	3		7	
UCI	Business Officers Institute	Understanding the Office of Equal Opportunity and Diversity	30	30			
	Campus Personnel Officers	New Affirmative Action Regulations	20	20			
	Core Supervision Program	Equal Employment Opportunity & Your Role as a Supervisor	9	9			
	Core Supervision Program	Equal Employment Opportunity & Your Role as a Supervisor	20	20			
	Multiple Departments	AB1825 Sexual Harassment Prevention	42	21	21		
	Multiple Departments	AB1825 Sexual Harassment Prevention	36	22	14		
	Multiple Departments	AB1825 Sexual Harassment Prevention	35	18	17		
	Multiple Departments	AB1825 Sexual Harassment Prevention	3	2	1		
	Multiple Departments	AB1825 Sexual Harassment Prevention for Sexual Harassment Advisors	10	10			
	Multiple Departments	AB1825 Sexual Harassment Prevention: Life Theatre	79	62	17		

**Appendix B**  
**TRAINING AND EDUCATIONAL PROGRAMS**

Unit	Department	Presentation Title	TOTAL	STAFF	FACULTY	STUDENT	OTHER
UCI (cont'd)	Multiple Departments	AB1825 Sexual Harassment Prevention: Life Theatre	39	24	15		
	Multiple Departments	Campus Conversations: A Compelling Interest: Diversity in Higher Education	48	35	3	10	
	Multiple Departments	Campus Conversations: Language is Powerful: Use it to Promote Diversity and Inclusion	40	3		37	
	Multiple Departments	Campus Conversations: Voice of a Veteran: Transitioning from Military to Civilian Life	32	30		2	
	Multiple Departments	Campus Diversity	17	8	1	8	
	Multiple Departments	Compliance for Chairs	43	3	40		
	Multiple Departments	Diversity Development Program 2014 (10 Sessions)	32	27	2	3	
	Multiple Department	Diversity in Medicine (10 Sessions)	98	7	3	85	3
	Multiple Departments	Diversity in Medicine Leadership 2014-15 Program (2 of 5 Sessions)	10			10	
	Multiple Departments	Diversity in Medicine Leadership 2013-14 Program (5 Sessions)	12			12	
	Multiple Departments	House of Worship Tour (2 sessions)	16	14	2		
	Multiple Departments	Intercultural Relations & Children of Mixed Marriages	25	18		7	
	Multiple Departments	LGBT Community & UCI	18	15		3	
	Multiple Departments	Middle Eastern Americans	25	25			
	Multiple Departments	Sexual Offense Prevention	30	30			
Other	Other	Facilitating Compliant Trauma-Informed Intervention to Sexual Violence on Campus	22				22
	Other	Recruiting and Retaining Diverse Volunteers and Interns	31	25		6	
	Other	Sexual Offense Prevention	125				125
	Other	Title IX	30				30
	Other	Understanding Workplace Diversity	31	25		6	

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## Appendices C & D

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Due to the large number of pages and the small cell sizes of some data fields provided in Appendices C and D, these tables are available for review in the Office of Equal Opportunity and Diversity during regular business hours.