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**Office of  
Equal Opportunity and Diversity  
Annual Report  
2004-2005**

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## 2004-2005

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The Office of Equal Opportunity and Diversity (OEOD) has three key responsibilities: University compliance with the sexual harassment and non-discrimination policies; education programs relating to sexual harassment prevention, non-discrimination and diversity; and equal opportunity employment. To this end, the OEOD coordinates the University's adherence to the *UC Nondiscrimination & Affirmative Action Policy Regarding Academic & Staff Employment*, the *UC Nondiscrimination Policy Statement Regarding Student-Related Matters* the *UC Policy on Sexual Harassment* and the *UCI Policy on Conflict of Interest Created by Consensual Relationships*. OEOD makes available both formal and informal complaint resolution processes in addition to training and education for this purpose. OEOD also produces the annual Affirmative Action Plan, oversees the University's responsibility regarding equal opportunity objectives, and monitors disbursement of the UCOP-allocated Employee Development Block Grant Funds that incorporate the objectives of employee development and affirmative action.

This report contains highlights from the 2004-2005 academic year, complaint resolution statistics, educational programs, affirmative action goals, and details of the employee development block grant.

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# Highlights 2004-2005

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## **Update and Implementation of Policies**

### *UC Sexual Harassment Policy*

### *UCI Policy on Conflict of Interest Created By Consensual Relations*

### *UCI Guidelines for Sexual Harassment Complaint Resolution*

Effective December 14, 2004, the University of California has revised the *University of California Policy on Sexual Harassment* and the associated *Procedures for Responding to Reports of Sexual Harassment*. This system-wide policy supersedes the *UCI Policy on Sexual Harassment*. The system-wide policy and procedures cover all members of the University community, including faculty and other academic personnel, staff employees, students, and non-student or non-employee participants in University programs.

Revisions to the policy include an updated definition of sexual harassment, clarification of the University's obligation to respond promptly and effectively to reports of sexual harassment, provisions for training employees and educating the University community regarding sexual harassment, and a statement that the policy shall be implemented in a manner that recognizes principles of free speech and academic freedom.

The Office of Equal Opportunity and Diversity developed local guidelines to implement the system-wide procedures. The consensual relations policy, which previously was part of the *UCI Policy on Sexual Harassment*, was redrafted as a stand-alone policy.

## **Faculty Code of Conduct – Consensual Relations with Students**

The Academic Senate added new sections to the Academic Personnel Manual (APM) this year. APM 015, Part II, Section A now sets forth ethical principles and unacceptable conduct with regard to faculty and their students. The revised policy prohibits a faculty member from entering into a romantic or sexual relationship with any student for whom that faculty currently has or prospectively might have academic responsibility (as defined in the policy). The policy also prohibits a faculty member from exercising academic responsibility for any student with whom that faculty member has a romantic or sexual relationship.

## **Diversity Outreach**

OEOD supported and promoted diversity programming and planning across the UCI community, partnering with a variety of organizations to provide consultation, funding, publicity and staffing for endeavors such as:

- Black Leadership & Advancement Coalition: "Night of the Stars . . . A Dynasty in the Making" program.
- Small Business Program: Business Opportunity Day SPOTLITE 2005.
- Religious Diversity Forum 2004
- Disability Awareness Week: Michael Hingson, with his guide dog, Roselle, talked about teamwork and surviving the World Trade Center attacks.
- Orange County Human Relations Commission *Shades of Hate: A Hate Crime Series*.
- Conflict Escalation Prevention Team (CEPT) Course with the Ombudsman Office and the Office of Judicial Affairs.

## **Sexual Harassment Advisors Update**

The OEOD refreshed the Sexual Harassment Advisors program this year, welcoming new advisors and ensuring that all advisors are up-to-date. Advisors were provided with an overview of sexual harassment law and policy and detailed information regarding the requirements of the new state law AB1825 requiring two hours of sexual harassment training for all supervisors and academic appointees.

## **Website**

The OEOD website was re-designed and updated to include a language translation tool, diversity-related calendar of events, printable availability data tables, and the OEOD E-newsletter.

**E-news**

In Winter 2005, the OEOD E-News made its inaugural appearance via the OEOD website. The quarterly E-News contains news and information regarding discrimination, retaliation, sexual harassment, and diversity.

**Advertising**

OEOD developed an employment advertising campaign that targeted diversity-related publications and posted general UCI recruitment ads in the following publications:

- Black Issues in Higher Education
- Hispanic Outlook in Higher Education
- Women in Higher Education
- Winds of Change
- Affirmative Action Register

# Complaint Resolution

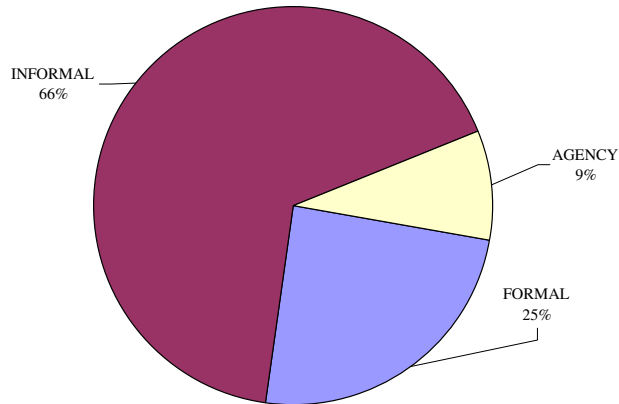
All persons who participate in University of California, Irvine programs and activities have the right to work and learn together in an atmosphere free of discrimination, exploitation or intimidation. To this end, the OEOD receives, investigates and works toward resolution of complaints regarding discrimination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

Sexual harassment and discrimination complaints received by the OEOD can be

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

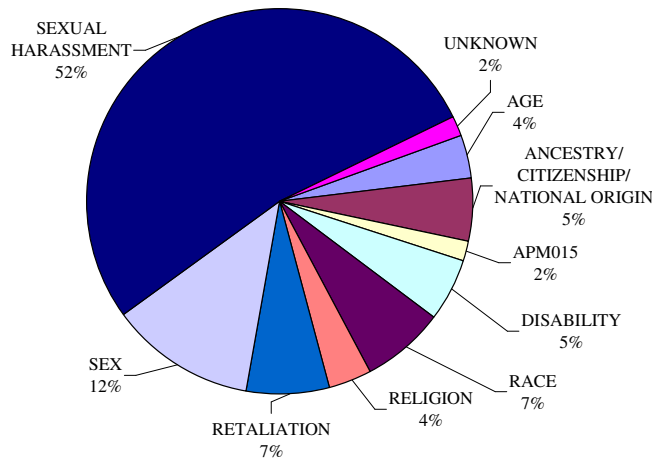
In addition, OEOD receives **inquiries** (requests for information, referrals, or contact that may result in a complaint).

**Type of Complaints**



The OEOD received 57 complaints of discrimination or sexual harassment and more than 55 inquiries during 2004-2005. More than one half (52%) of the complaints brought to OEOD involved sexual harassment.

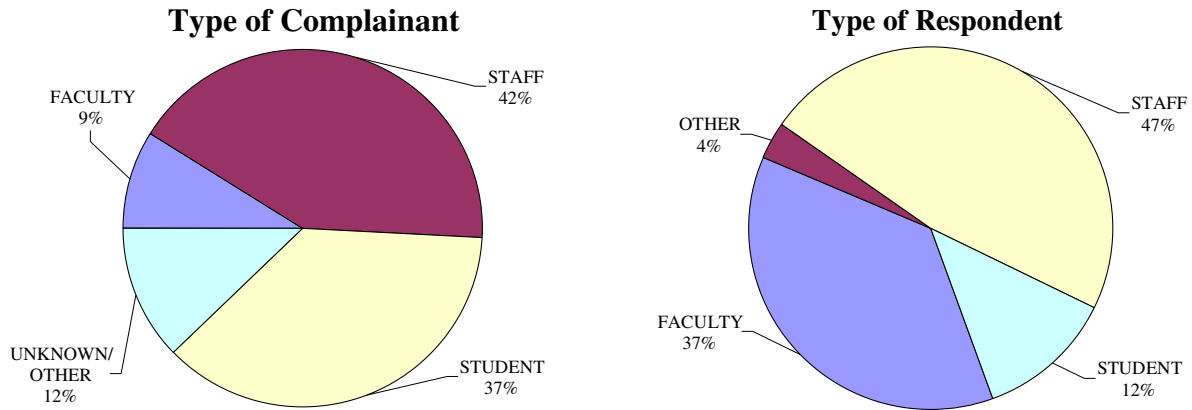
**Primary Bases of Complaints**



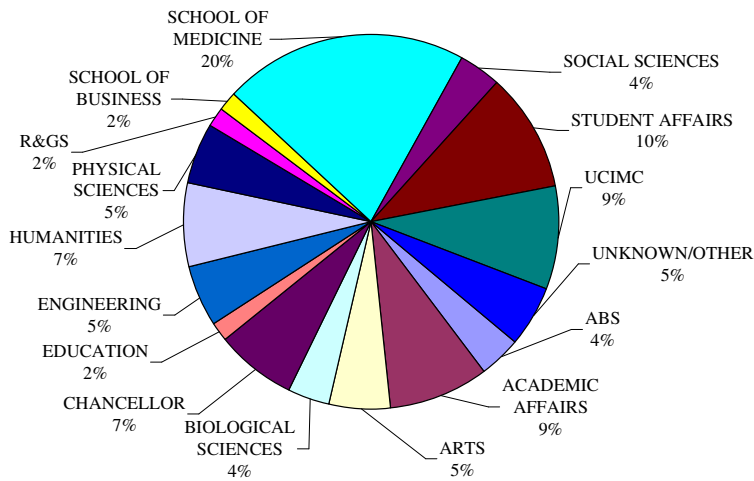
See Appendix A for description of complaints.

Thirty-seven percent of the complaints received by OEOD were brought by students; complaints brought by staff comprised 42%, and 9% were brought by faculty.

Forty-seven percent of the respondents were staff, faculty were 37% of the respondents and students were 12%.



### Source of Complaint by Respondent's School/Coordinating Unit



*Distribution of complaints by school or unit and related statistics are addressed individually to assess progress and pinpoint issues of focus.*

See Appendix A for descriptions of complaints.

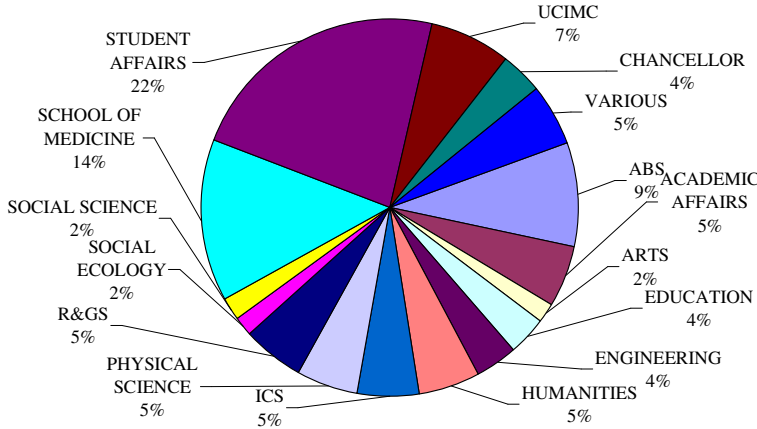
# Training and Educational Programs

Training programs are a proactive and preventative component used to assist the university's compliance with sexual harassment and discrimination prevention laws and policies. They also serve as a tool in response to discrimination and harassment complaints. OEOD training programs focus on an array of issues affecting the environment of the university: sexual harassment, diversity, discrimination, cultural awareness and affirmative action.

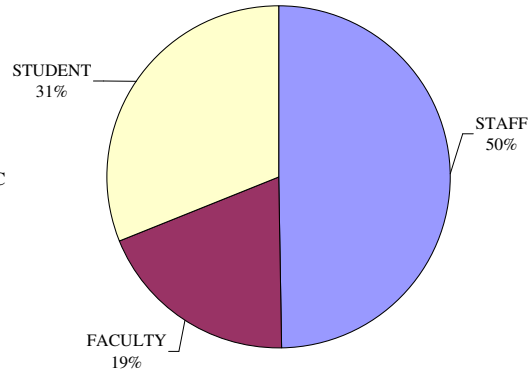
During 2004-2005, the OEOD conducted 57 sexual harassment/discrimination prevention programs, reaching an audience of more than 1600 throughout the campus and the medical center. Specific programs are listed in Appendix B.

The charts on this page illustrate the distribution of sexual harassment/discrimination prevention trainings provided by coordinating unit and type of audience. It is recommended that departments receive sexual harassment training at least once every two years.

**Sexual Harassment/Discrimination Prevention Training Programs by School/Coordinating Unit**

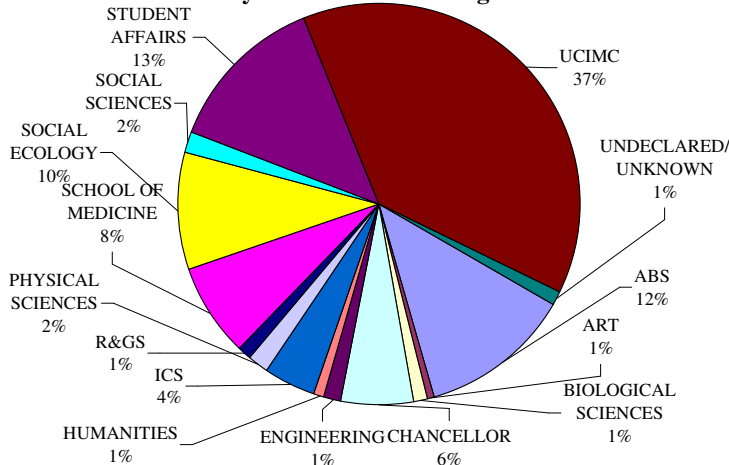


**Sexual Harassment/Discrimination Prevention Training by Audience**

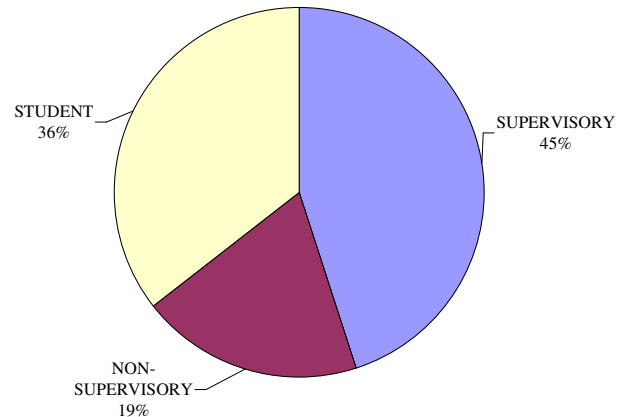


In addition to the workshops and programs presented by OEOD staff, an online Sexual Harassment Prevention program is available through the OEOD website. A total of 514 individuals completed online training.

**Individual Online Training by School/Coordinating Unit**

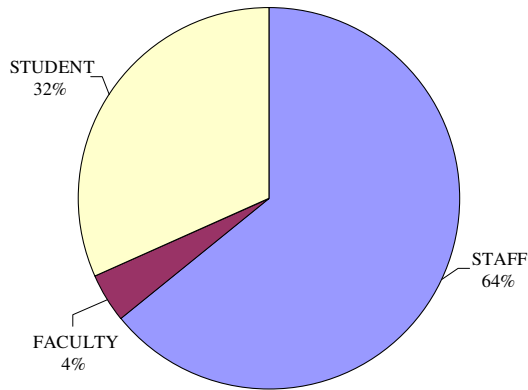


**Online Training by Version**

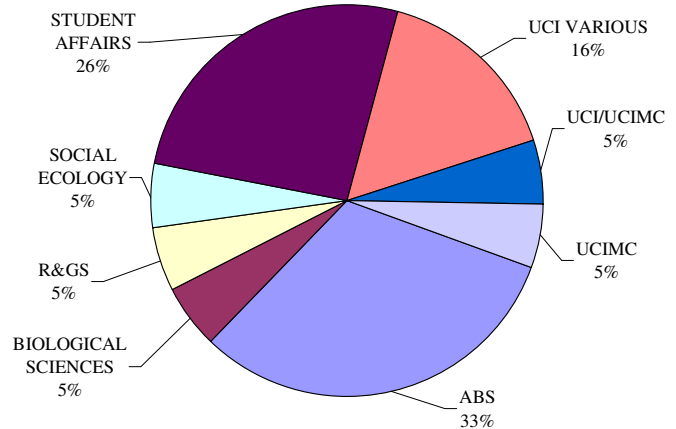


Nineteen diversity-related trainings were provided to the campus and the medical center in 2004-2005. (See Appendix C.) The OEOD also coordinated several major events and series, including the Diversity in Medicine course, the Diversity Development Program, and the Religious Diversity Forum. The following two charts indicate the distribution of diversity-related programs by coordinating point and by type of audience.

**Diversity Training by Type of Audience**



**Diversity Training Programs by School/Coordinating Unit**



In addition to the above UCI-related diversity trainings, OEOD continued to build bridges with a number of groups and organizations in the greater community. Presentations and/or participation included:

- *Asians: People, Culture, and Communication Building an Inclusive Community* for the Archdiocese of Los Angeles
- *Workplace Diversity* for the Court Appointed Special Advocates (CASA)
- *Conflict Across Cultures* for the Advanced Mediation Program at UCLA
- *The Private Self & Public Listening: Assessing Inner Conflict* for the California Caucus of College and University Ombuds
- *Understanding Asian Diversity* for the Archdiocese of Los Angeles
- *Workplace Diversity* for the Los Angeles Department of Rehabilitation
- *Managing a Diverse Board* for the Laotian Community Development Center
- *Intercultural Teaching and Training Asians* at the University of the Pacific/Summer Institute for Intercultural Communication



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# Affirmative Action Goals

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As a federal contractor, UCI must take affirmative action to promote the full realization of equal opportunity for women and minorities, and to have a written affirmative action plan.

Underutilization statistics are included in the annual Affirmative Action Plan. Underutilization is defined as having fewer minorities or women in a particular job group than would reasonably be expected by their availability. This analysis is conducted for active career staff and academic staff excluding student titles, temporary lecturers, and postgraduate researchers.

In 2004-05, women were identified as underutilized in 11 of the 27 career staff job groups and nine of the 11 academic divisions. Minorities as a whole were underrepresented in eight career staff job groups and two of the academic divisions, and one campuswide academic job group. A more detailed analysis by ethnicity shows the following:

- African Americans were underutilized in 13 career staff job groups, seven of the academic divisions, and two campuswide academic job groups.
- Hispanics were underutilized in fifteen career staff job groups, four of the academic divisions, and one campuswide academic job group.
- Asians/Pacific Islanders were underutilized in four career staff job groups, two of the academic divisions, and one campuswide academic job group.
- American Indians/Alaskan Natives were underutilized in four career staff job groups.

For any area where underutilization has been identified, a minimum required placement goal is set equal to the expected availability percentage. Availability is calculated based on the job areas represented at UCI in the reasonable recruitment area. The reasonable recruitment area differs based on career staff job groups from the local county to the national level. Availability for all academic positions is based on national statistics.

**Academic Units**

Claire Trevor School of the Arts  
 School of Biological Sciences  
 The Paul Merage School of Business  
 Department of Education  
 The Henry Samueli School of Engineering  
 School of Humanities  
 Donald Bren School of Information and Computer Sciences  
 School of Medicine  
 School of Physical Sciences  
 School of Social Ecology  
 School of Social Sciences

**Academic Job Groups**

Tenured Faculty  
 Tenure-Track Faculty  
 Lecturers SOE/PSOE  
 Lecturers-Continuing  
 Other Teaching Faculty  
 Researchers

**Campuswide Academic Job Groups**

Academic Administrators  
 Librarians  
 Researchers (ORU/IRU)  
 University Extension  
 Academic Titles, not elsewhere classified

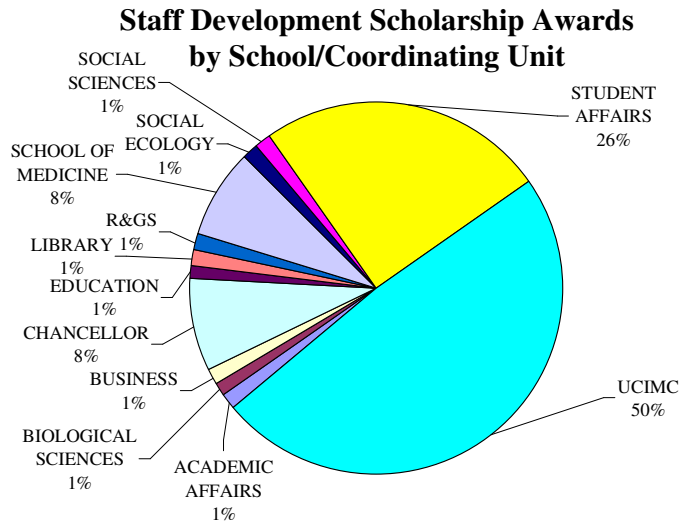
**Career Staff Job Groups**

A1 Executives  
 A Management  
 AB Other Officials and Managers  
 AZ Unclassified A  
 BA Student Services  
 BB Communications, Arts, and Graphics  
 BC Engineering and Allied Services  
 BD Fiscal, Management, and Staff Services  
 BE Nursing Services  
 BF Social and Therapeutic Services  
 BG Clinical Lab Technologists  
 BH Health Practitioners  
 BI Science, Lab, and Allied Services  
 CA Health Technicians  
 CB Engineering and Science Technicians  
 CC Other Technicians  
 D  
 A Clerical/Administrative  
 DB Library Assistants  
 DC Mail, Stores Services  
 D Communications, Machine Operative Services  
 D  
 EA Operations and Maintenance  
 EC Vehicle Maintenance  
 FA Operatives  
 G  
 A Laborers  
 H  
 A Food Service Workers  
 HB Cleaning Service Workers  
 HC Protective Service Workers  
 H  
 D Health Service Workers

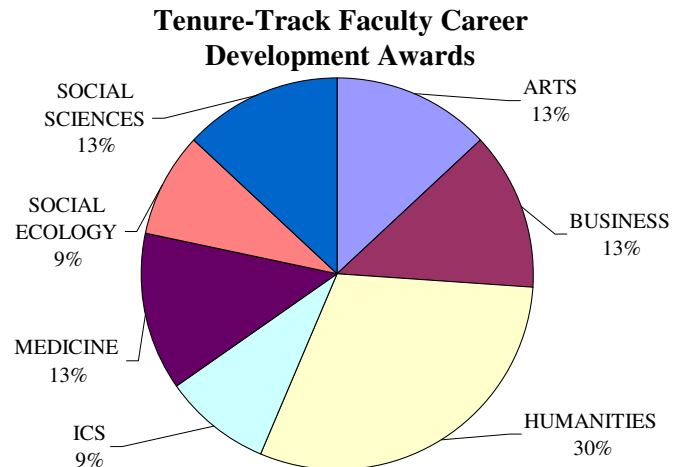
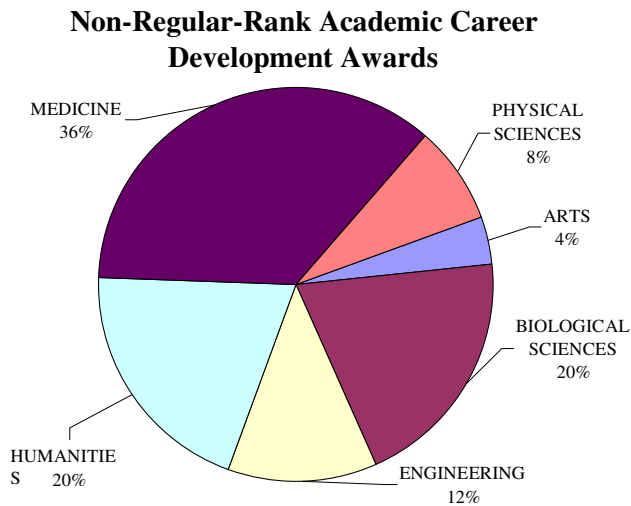
# Employee Development Block Grant

Since 1978, the UC Office of the President has provided an Employee Development Block Grant to each campus to promote the dual objectives of employee development and affirmative action. The OEOD manages the grant at UCI, dividing the funds between the Staff Development Scholarship administered by OEOD and the Faculty Career Development Awards administered by Academic Affairs.

A total of 113 staff applied for Staff Development Scholarships; of those, 76 were awarded. Those who did not receive a scholarship either withdrew or were ineligible at the time of application. Staff Development Scholarships are awarded on a first-come, first-serve basis.



Twenty three Faculty Career Development Awards were provided for tenure-track faculty, and 25 were awarded to non-regular-rank academics.



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# Appendix A

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<p>Sexual Harassment/Discrimination Cases 2004-2005</p>
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COMPLAINANT	RESPONDENT	TYPE	BASIS	ALLEGATIONS	STATUS
Staff	Staff	Formal	Sex, pregnancy	Not given credit for work.	No prima facie case of discrimination.
Staff	Staff	Informal	Sex	Unfair restrictions due to sex.	Provided information to complainant regarding process of grieving a written warning.
Staff	Staff	Formal	Sex, sexual harassment	Received counseling memo as form of SH and sex discrimination.	Counseling/warning memo removed from personnel file. Grievance with HR withdrawn.
Student	Other	Informal	Sexual harassment, sex	Inappropriate touching and comments. Only wants to work with female students.	Provided SH prevention information and education to respondent.
Student	Faculty	Informal	Sexual harassment	Asking students for dates.	Provided SH prevention information and education to respondent.
Students	Faculty	Informal	Ancestry, national origin	Inappropriate and demeaning comments.	Referred to Dean who followed up with respondent.
Student	Student	Informal	Sexual harassment	Inappropriate comments.	Respondent referred to OEOD for SH prevention education but quit before scheduling appointment.
Unknown	Student	Informal	Age, Disability	Offensive information included on respondent's personal website.	No jurisdiction; not a university website account.
Student	Staff	Informal	Sexual harassment	Inappropriate comments.	Provided SH prevention information and education to respondent.
Staff	Staff	EEOC	Disability	Inappropriate medical separation.	EEOC dismissed case on basis of insufficient evidence.
Student	Students	Informal	Sexual harassment	Inappropriate behavior.	Provided SH prevention information and education to respondent.
Student	Faculty	Informal	Sex	Inappropriate questions; fluctuating requirements.	Provided discrimination prevention information and education to respondent.
COMPLAINANT	RESPONDENT	TYPE	BASIS	ALLEGATIONS	STATUS

Other	Faculty	Informal	Sexual harassment	Unknown	Provided SH prevention training for the department.
Staff	Staff	Informal	Religion	Advised to not wear an article of clothing required by complainant's religion due to safety issues.	Safety issues addressed.
Staff	Staff	Formal	Sexual harassment	Consensual relationship causing problems in office.	No violation found. Complainant initiated transfer to another unit.
Student	Faculty	Formal	Sexual harassment	Repeatedly requesting dates.	No violation found. Inappropriate behavior addressed with dean and department chair.
Faculty	Faculty	Review	Retaliation	Unfairly criticized.	No retaliation found.
Student	Staff	Informal	Sexual harassment	Inappropriate touching and comments.	Respondent no longer with unit.
Staff	Staff	EEOC	Age, disability, retaliation	Inappropriate comments and termination.	EEOC issued immediate right-to-sue.
Staff	Staff	EEOC	Sex	Terminated based on sex.	EEOC closed on basis of unable to conclude the information obtained establishes violations of the statutes.
Other	Faculty	Informal	Retaliation	Removed from project.	Respondent retired from supervision of project and complainant returned to project.
Faculty	Faculty	Informal	Retaliation	Funds rescinded after complaint.	DFEH issued right-to-sue.
Faculty	Faculty	Informal	Race	Treated differently because of being non-caucasian.	Complainant requested no investigation at this time.
Student	Faculty	Formal	Religion	Advised to give up major because it conflicts with complainant's religion.	No discrimination found.
Student	Student	Informal	Sexual harassment	Staring, odd questions, emailed sexual questions.	Provided SH prevention information and education to respondent.
<b>COMPLAINANT</b>	<b>RESPONDENT</b>	<b>TYPE</b>	<b>BASIS</b>	<b>ALLEGATIONS</b>	<b>STATUS</b>

Student	Staff	Informal	Disability	Denied accommodation.	Disability Services Center provided primary accommodation.
Student	Faculty	Formal	APM 015, Sexual harassment	Consensual relationship with faculty member.	Violation of SH Policy including Section J and APM 015. Referred to AEVC Academic Personnel for action.
Staff	Staff	Informal	Sexual harassment	Repeated requests for dates, retaliation (quid pro quo).	Provided SH prevention information and education to respondent.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments and hand gestures.	Met with complainant and supervisors to address issues.
Student	Student	Informal	Sexual harassment	Inappropriate emails.	Referred to Judicial Affairs.
Student	Faculty	Informal	Sexual harassment	Inappropriate comments.	Provided SH prevention information and education to respondent.
Staff	Staff	Informal	Sexual harassment, consensual relations	Repeated requests for dates; management ignores complaints to protect paramour	No violation found.
Staff	Staff	Formal	Sexual harassment	Not rehired after declining to date one of the managers.	No violation found.
Faculty	Faculty	Informal	Sex	Differential treatment.	Referred to mediation.
Student	Student	Informal	Sexual harassment	Inappropriate remarks, physical intimidation, verbal aggression toward women.	Assisted department in providing information and education to respondent.
Other	Faculty	Informal	N/A	Unfair search process.	Informal review of search process. No one in Respondent's area of expertise hired. Candidate to reapply.
Staff	Other	Informal	Sexual harassment	Inappropriate interactions.	Provided SH prevention information and education to respondent.
Student	Student	Informal	Sexual harassment	Inappropriate comments and touching.	Provided SH prevention information and education to respondent and training for department.
<b>COMPLAINANT</b>	<b>RESPONDENT</b>	<b>TYPE</b>	<b>BASIS</b>	<b>ALLEGATIONS</b>	<b>STATUS</b>

Staff	Faculty	Formal	Sexual harassment, age, pregnancy, race, color, national origin	Inappropriate comments and behavior that create a hostile environment.	Violation of nondiscrimination policy on basis of race.
Student	Faculty	Informal	Disability	Identified as needing accommodation but never received any.	Request for accommodation was made too late.
Staff	Staff/Faculty	DFEH	Retaliation	Retaliated against after complaining about denial of family leave.	DFEH issued right-to-sue.
Student	Staff	Informal	Sexual harassment	Inappropriate Instant Messages from supervisor.	Provided SH prevention information and education to respondent; notified unit management.
Other	Staff	Formal	Race, sex	Failure to treat all persons equally. Male employees favored.	No discrimination found.
Staff	Staff	Informal	Sexual harassment	Inappropriate behavior.	Respondent resigned. Complainant decided not to pursue formal complaint.
Other	Staff	Informal	Citizenship	Denial of admission to class.	Explained possible miscommunication and clarified policy.
Staff	Staff	Formal	Sexual harassment	Female employees subject to hostile sexual verbal conduct.	Violation of SH Policy. Respondent left university.
Staff	Staff	Formal	Race, color, national origin, ancestry, age, sex, retaliation	Terminated prior to end of contract.	No violation found.
Staff	Staff	Formal	Sexual harassment, retaliation	Inappropriate comments.	Violation of SH policy found. No retaliation. Respondent terminated.
Faculty	Staff	Formal	Race, sex	Intentionally erroneous information provided to discredit complainant.	No discrimination found.
<b>COMPLAINANT</b>	<b>RESPONDENT</b>	<b>TYPE</b>	<b>BASIS</b>	<b>ALLEGATIONS</b>	<b>STATUS</b>



Student	Faculty	Informal	Sexual harassment	Inappropriate comments and space invasion.	Provided SH prevention information and education to respondent. Respondent sent written apology to complainant. Complainant allowed to transfer.
Staff	Staff	Informal	Sexual harassment	Repeated requests for dates.	Respondent given a written warning by supervisor in accordance with Academic Personnel guidelines.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments and behavior.	Provided SH prevention information and education to respondent.
Student	Faculty	Informal	Sexual harassment	Inappropriate sexual behavior toward another student and against complainant in the past.	Chair counseled respondent about abrasive behavior with students.
Staff	Faculty	Informal	Sexual harassment	Inappropriate comments and behavior.	No sexual harassment found. Issue of inappropriate behavior referred to assistant dean.
Staff	Staff	Formal	Sexual harassment, sexual orientation, sex	Rude and inappropriate comments in workplace created a hostile environment.	No sexual harassment or discrimination found.
Other	Staff/Faculty	OCR	National origin, religion	Hostile environment and harassment.	Response to data request submitted to OCR.

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# Appendix B

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Sexual Harassment/Discrimination  
Prevention Training  
2004-2005

AUDIENCE	PROGRAM	DATE	STAFF	FACULTY	STUDENT	OTHER	TOTAL
Student Affairs	Diversity/Sexual Harassment	7/ 8/2004	0	0	24	0	24
Student Affairs	Sexual Harassment - What to Know - Where to Go	7/13/2004	2	0	0	55	57
Engineering	Sexual Harassment - What to Know - Where to Go	8/31/2004	13	0	0	0	13
ABS	OEOD Overview/ Sexual Harassment Prevention	9/ 1/2004	3	0	0	0	3
SOM	Sexual Harassment Update	9/ 7/2004	0	30	0	0	30
Physical Sciences	Sexual Harassment - What to Know - Where to Go	9/15/2004	0	0	36	0	36
Social Sciences	Sexual Harassment - What to Know - Where to Go	9/16/2004	17	0	0	0	17
ICS	Sexual Harassment - What to Know - Where to Go	9/21/2004	0	1	16	0	17
ABS	Nondiscrimination/Sexual Harassment Follow-Up	9/22/2004	4	0	1	1	6
Humanities	Sexual Harassment - What to Know - Where to Go	9/22/2004	40	20	0	0	60
DUE	Sexual Harassment/ Discrimination Prevention	9/22/2004	0	0	223	0	223
Arts	Sexual Harassment Update	9/23/2004	60	40	100	0	200
ICS	Sexual Harassment/ Discrimination Update	9/23/2004	11	49	0	0	60
Social Ecology	OEOD Overview/Sexual Harassment Prevention	10/ 5/2004	1	9	0	0	10
Humanities	Sexual Harassment	10/12/2004	0	12	0	0	12
UCIMC	Sexual Harassment - What to Know - Where to Go	10/27/2004	6	0	0	0	6
UCIMC	Sexual Harassment - What to Know - Where to Go	11/ 2/2004	8	0	0	0	8
Student Affairs	OEOD Overview/Sexual Harassment Prevention	11/ 8/2004	12	0	0	0	12
AUDIENCE	PROGRAM	DATE	STAFF	FACULTY	STUDENT	OTHER	TOTAL

University Advancement	Sexual Harassment - What to Know - Where to Go	11/ 9/2004	8	0	0	0	<b>8</b>
Humanities	OEOD Overview	11/12/2004	17	0	0	0	<b>17</b>
SOM	Sexual Harassment - What to Know - Where to Go	11/17/2004	29	0	0	0	<b>29</b>
Engineering	Sexual Harassment Prevention	11/18/2004	9	0	0	0	<b>9</b>
SOM	Sexual Harassment - What to Know - Where to Go	11/19/2004	9	0	0	0	<b>9</b>
Various	Equal Opportunity Work Environment & Role as Supervisor	11/29/2004	14	0	0	0	<b>14</b>
Education	Sexual Harassment - What to Know - Where to Go	11/30/2004	6	0	0	0	<b>6</b>
UCI	OEOD Overview	12/ 1/2004	0	18	0	0	<b>18</b>
RGS	Sexual Harassment - What to Know - Where to Go	12/ 6/2004	16	0	0	0	<b>16</b>
Academic Senate	OEOD Overview/ Sexual Harassment Prevention	12/ 7/2004	1	14	0	0	<b>15</b>
Student Affairs	Sexual Harassment - What to Know - Where to Go	12/ 7/2004	12	0	0	0	<b>12</b>
Student Affairs	Sexual Harassment - What to Know - Where to Go	12/ 8/2004	29	0	0	0	<b>29</b>
Student Affairs	Sexual Harassment - What to Know - Where to Go	12/ 8/2004	30	0	0	0	<b>30</b>
UCIMC	Sexual Harassment Prevention	12/ 9/2004	19	0	0	0	<b>19</b>
Student Affairs	Sexual Harassment - What to Know - Where to Go	12/13/2004	65	0	0	0	<b>65</b>
RGS	Sexual Harassment - What to Know - Where to Go	12/15/2004	8	0	0	0	<b>8</b>
ABS	Sexual Harassment - What to Know - Where to Go	12/16/2004	23	0	0	0	<b>23</b>
Student Affairs	Sexual Harassment - What to Know - Where to Go	1/ 7/2005	36	0	0	0	<b>36</b>
<b>AUDIENCE</b>	<b>PROGRAM</b>	<b>DATE</b>	<b>STAFF</b>	<b>FACULTY</b>	<b>STUDENT</b>	<b>OTHER</b>	<b>TOTAL</b>

Student Affairs	Sexual Harassment - What to Know - Where to Go	1/14/2005	30	0	0	0	30
SOM	Sexual Harassment and Discrimination Prevention	1/19/2005	0	15	0	0	15
SOM	Sexual Harassment and Discrimination Prevention	1/20/2005	31	49	0	0	80
University Advancement	Sexual Harassment - What to Know - Where to Go	1/25/2005	38	0	0	0	38
Physical Sciences	Sexual Harassment - What to Know - Where to Go	3/ 4/2005	1	0	38	0	39
Education	Sexual Harassment and Discrimination Prevention	3/ 9/2005	0	17	0	0	17
UCIMC	Sexual Harassment Prevention	3/30/2005	17	0	0	0	17
SOM	Sexual Harassment Prevention	4/ 7/2005	22	7	0	0	29
SOM	Sexual Harassment Prevention	4/ 8/2005	12	2	0	0	14
SOM	Sexual Harassment and Discrimination Prevention	4/19/2005	4	11	0	0	15
Various	Your Role as Supervisor	4/27/2005	10	0	0	0	10
Physical Sciences	Sexual Harassment and Discrimination Prevention	5/ 4/2005	2	18	0	0	20
ABS	Sexual Harassment and Discrimination Prevention	5/16/2005	11	0	0	0	11
ABS	Sexual Harassment and Discrimination Prevention	5/16/2005	8	0	0	0	8
DUE	Sexual Harassment - What to Know - Where to Go	5/20/2005	45	0	0	0	45
Student Affairs	Sexual Harassment - What to Know - Where to Go	6/22/2005	16	0	0	0	16
Student Affairs	Diversity/Sexual Harassment Prevention Training	6/23/2005	10	0	0	0	10
Student Affairs	Sexual Harassment Prevention	6/23/2005	0	0	10	0	10
<b>AUDIENCE</b>	<b>PROGRAM</b>	<b>DATE</b>	<b>STAFF</b>	<b>FACULTY</b>	<b>STUDENT</b>	<b>OTHER</b>	<b>TOTAL</b>
Student	Sexual Harassment	6/24/2005	10	0	30	0	40

Affairs	Prevention						
ICS	Sexual Harassment Prevention	6/24/2005	34	0	0	0	34
RGS	Sexual Harassment Prevention	6/29/2005	1	0	30	0	31
			<b>STAFF</b>	<b>FACULTY</b>	<b>STUDENT</b>	<b>OTHER</b>	<b>TOTAL</b>
			<b>810</b>	<b>312</b>	<b>508</b>	<b>56</b>	<b>1686</b>

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# Appendix C

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Diversity Training  
2004-2005

AUDIENCE	PROGRAM	DATE	STAFF	FACULTY	STUDENT	OTHER	TOTAL
UCI	Diversity in Medicine: Addressing Disparities in Health Care (11 sessions)	1/ 5/2005	5	2	53	0	<b>60</b>
UCI/UCIMC	Diversity Development Program (10 sessions)	1/19/2005 - 05/25/2005	18	0	0	0	<b>18</b>
ABS	Facilities Mgmt Series (6 sessions)	1/22/2005	6	0	0	0	<b>6</b>
Student Affairs	Campus Diversity	3/ 1/2005	0	0	22	0	<b>22</b>
UCI	Diversity & Conflict	3/10/2005	30	0	0	0	<b>30</b>
Student Affairs	Workplace Diversity (2 sessions)	4/29/2005 & 05/06/2005	12	0	0	0	<b>12</b>
Social Ecology	Workplace Diversity	5/ 9/2005	0	12	0	0	<b>12</b>
UCI Misc	Workplace Diversity	5/10/2005	1	5	0	0	<b>6</b>
ABS	Campus Diversity	5/16/2005	5	0	0	0	<b>5</b>
ABS	Campus Diversity	5/17/2005	6	0	0	0	<b>6</b>
Statewide/UC System Summer Research Program	Workplace Diversity & Leadership	7/ 6/2004	0	0	15	0	<b>15</b>
RGS	Workplace Diversity Summer Graduate Research Program	7/ 6/2004	0	0	15	0	<b>15</b>
ABS	Workplace Diversity	8/11/2004	4	0	0	0	<b>4</b>
ABS	Understanding Campus Diversity & Campus Diversity/Communication (2 sessions)	9/ 1/2004 & 9/22/2004	5	0	0	0	<b>5</b>
UCIMC	Workplace Diversity - Business Etiquette, Protocol, Communicating Across Cultures (2 sessions)	9/ 3/2004 & 9/10/2004	15	0	0	0	<b>15</b>
Student Affairs	Diversity, Leadership, and Team Building	10/25/2004	1	0	12	0	<b>13</b>
Biological Sciences	Diversity, Communication and Leadership: Where Do I Go from Here?	10/27/2004	0	1	25	0	<b>26</b>
Student Affairs	Campus Diversity & Leadership Training	11/ 5/2004	0	0	10	0	<b>10</b>
ABS	Validation and Cooperation: the 21st Century Workplace	11/22/2004	200	0	0	0	<b>200</b>
AUDIENCE	PROGRAM	DATE	STAFF	FACULTY	STUDENT	OTHER	TOTAL



Humanities	OEOD Overview	11/12/2004	17	0	0	0	17
SOM	Sexual Harassment - What to Know - Where to Go	11/17/2004	29	0	0	0	29
Engineering	Sexual Harassment Prevention	11/18/2004	9	0	0	0	9
SOM	Sexual Harassment - What to Know - Where to Go	11/19/2004	9	0	0	0	9
			<b>STAFF</b>	<b>FACULTY</b>	<b>STUDENT</b>	<b>OTHER</b>	<b>TOTAL</b>
			<b>372</b>	<b>20</b>	<b>152</b>	<b>0</b>	<b>544</b>