

UCIRVINE

Office of Equal Opportunity and Diversity

COMMITTED TO EXCELLENCE
THROUGH DIVERSITY

Annual Report

2009-2010

OEO D

Office Of Equal
Opportunity and Diversity

The Office of Equal Opportunity and Diversity (OEOD) works to coordinate the University's compliance with federal and state laws and university policies and procedures regarding discrimination, retaliation and sexual harassment; and to promote and integrate the principles of equal opportunity, affirmative action, nondiscrimination, and excellence through diversity.

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

OEOD Services

- Address complaints of discrimination and sexual harassment through informal resolution or formal investigation. Respond to complaints filed with outside agencies including the Department of Fair Employment and Housing (DFEH), the Equal Employment Opportunity Commission (EEOC) and the Office of Civil Rights (OCR).
- Offer a variety of training programs and workshops on sexual harassment prevention, nondiscrimination, diversity, cultural awareness, and cross-cultural communication for students, faculty and staff.
- Assist departments in adhering to diversity, nondiscrimination, and affirmative action guidelines during faculty and staff recruitment and other employment processes. Compile data for the annual affirmative action plan and other organizational analyses.
- Provide support for faculty and staff career development and UCI diversity initiatives.

Questions about this report can be directed to:

Office of Equal Opportunity and Diversity
103 Multipurpose Science and Technology Building
Irvine, CA 92697-1130

Tel: 949-824-5594
Fax: 949-824-2112

E-mail: oeod@uci.edu

To obtain additional copies of the report, go to www.oeod.uci.edu/report.

Table of Contents

OEOD 2009-2010 HIGHLIGHTS	4
COMPLAINT RESOLUTION	6
TRAINING AND EDUCATIONAL PROGRAMS	8
AFFIRMATIVE ACTION PROGRAMS.....	10
APPENDICES:	
➤ Appendix A: Sexual Harassment/Discrimination Cases	
➤ Appendix B: Training and Educational Programs	
➤ Appendix C: Career Staff Utilization Analysis and Placement Goals**	
➤ Appendix D: Academic Utilization Analysis and Placement Goals*	

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

2009-2010 Highlights

Campus Conversation Series Completes First Full Year

Through its *Campus Conversation Series*, OEOD provided the campus community with opportunities to engage in dialogue about contemporary topics related to equal opportunity and diversity. Launched in May 2009, the series completed its first full year featuring Reuven Firestone, professor of medieval Judaism and Islam at Hebrew Union College, Los Angeles, and the co-director of the Center for Muslim-Jewish Engagement, who shared his thoughts on “Finding our Common Humanity in the Religious Texts of Judaism and Islam” ; a discussion with Erwin Chemerinsky, the Founding Dean and Distinguished Professor of Law at UCI, on the “First Amendment in a Multicultural Society”; and Orange County Sheriff-Coroner Sandra Hutchens, who was asked about “The New Face of Law Enforcement” as the first female Sheriff of Orange County.



OEOD Launches OPT to Engage Limited-English Employees

During Spring Quarter 2010, OEOD piloted the UCI OPT (Understanding your Campus from the Inside – Orientation & Professional Training) Program. OPT began as an idea of a graduate of OEOD’s Diversity Development Program (DDP) for engaging UCI’s limited-English speaking employees, who often do not receive formal professional development opportunities or orientations of the campus. The goal of the program is to empower employees to become more fluent readers of UCI’s physical and cultural maps and in turn more active and prominent stewards of UCI’s campus life, environment, and safety. The pilot was launched with a class comprised of custodial and building maintenance staff in Housing. UCI OPT has evolved into a collaboration among several UCI departments, including Campus Planning, Campus Police, Community Relations, Dean of Students, Environmental Health and Safety, Housing, Human Resources, Office of Equal Opportunity and Diversity, and the Office of Research Development.



DDP Spawns Brown Bag Session on Multiracial Identity

On April 14, 2010, OEOD sponsored, along with the Cross-Cultural Center, a panel presentation on “I AM OTHER: The complexities of multiracial identity in the U.S.” The program was developed out of the interest of participants in the Diversity Development Program (DDP), and engaged audience members with research and first-hand experiences related to identity issues and considerations for a person of multiracial background.



OEOD Brings Life Theatre Anti-Bias Workshop to UCI

For the first time at UCI, Emmy Award-winning Life Theatre Services presented its “Elimination of Bias and Conflict Resolution” workshop. This program, offered to faculty in the Donald Bren School of Information and Computer Sciences and the Chancellor’s Advisory Council on May



12, 2010, used fun and entertaining reality-based dramatizations to examine diversity issues in an academic department. Diversity is a complex topic in which there are no easy answers, and it involves life experiences and the personal decision to identify and confront bias. Through the drama-based interactive workshop, faculty and administrators had the opportunity to self-reflect and share their diversity and bias awareness experiences with the goals of challenging prejudice and discrimination and creating an inclusive workforce and stronger university community.

UCI’s AB 1825 Compliance Continues to be Higher than UC Average

UCI’s compliance with the state-mandated Sexual Harassment Prevention program by the end of 2009-10 was 94%, significantly higher than the 84% system-wide average and the highest in the UC system. UCI’s compliance with this state law has been consistently strong in large part due to the many educational opportunities available to faculty and staff supervisors, including frequent instructor-led workshops, interactive theatre and the on-line program.



**California
AB 1825
Compliance**

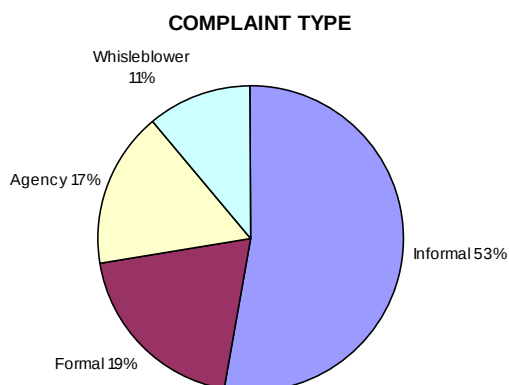
Complaint Resolution

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 and sexual harassment. To this end, OEOD receives, investigates and works toward resolution of complaints of discrimination and sexual harassment.

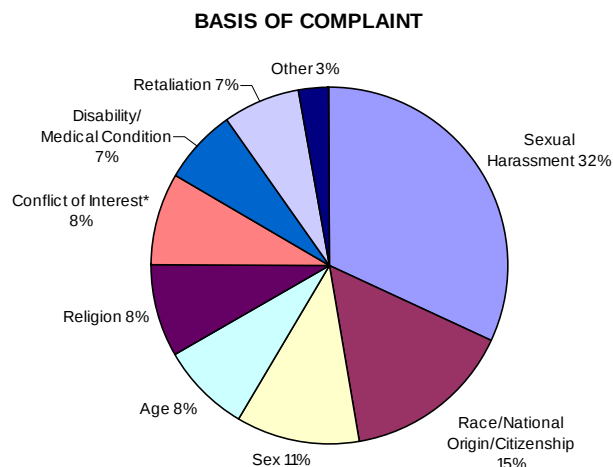
Sexual harassment and discrimination complaints received by OEOD can be

- **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 (DFEH), the U.S. Equal Employment Opportunity Commission (EEOC), or the U.S. Office of Civil Rights (OCR)).

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



During the 2009-2010 year, the OEOD received **72 complaints** of discrimination or sexual harassment and more than **120 inquiries**. As has generally been the case, most of these complaints are informal complaints where a member of the UCI community has sought assistance in resolving a matter without investigation. The most frequent complaint continues to be sexual harassment.

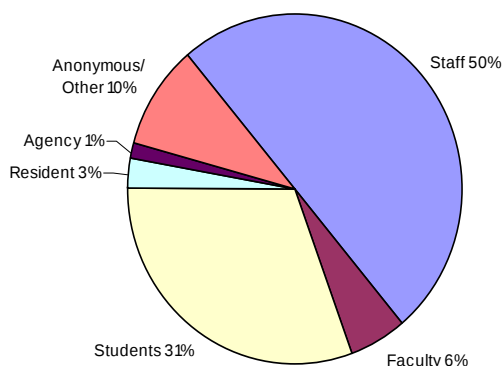


* Includes conflict of interest complaints due to near relative and consensual relations.

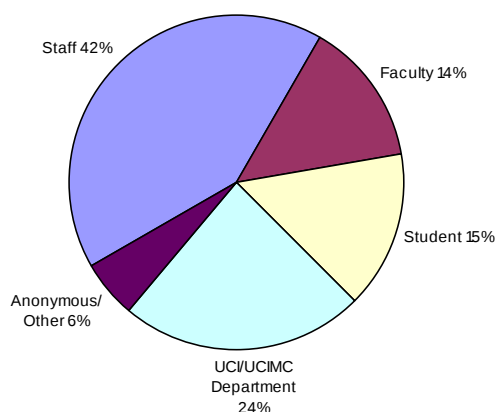
Half of all complaints (50%) were brought by staff. Complaints brought by students account for 31% of the complaints received. Faculty complaints totaled approximately of 6%. Complaints from other sources (applicants, vendors, patients, etc.) account for the remaining 14%.

Staff also accounted for nearly half (42%) of the respondents, faculty were 14% of the respondents and students were 15%. In some cases, complaints were brought against a department, the university, or an outside source (alumni, vendor, volunteer, etc.).

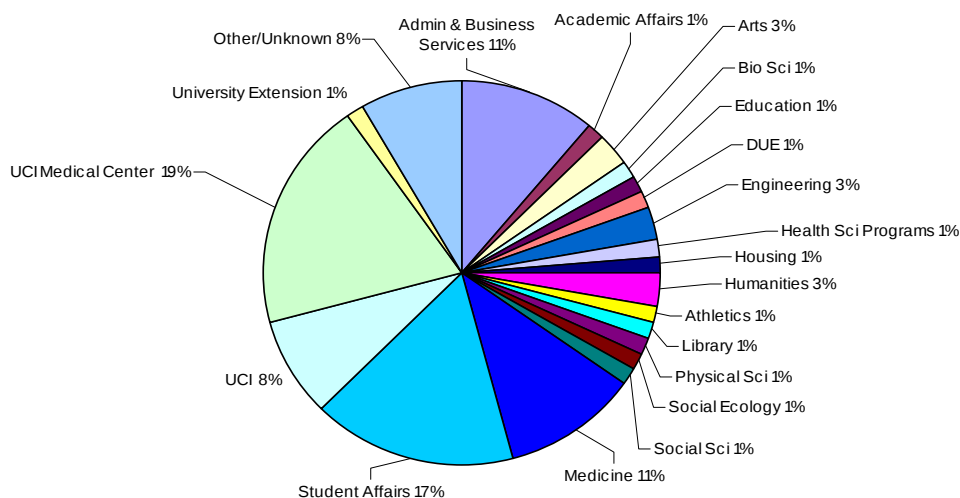
COMPLAINTS BROUGHT BY:



COMPLAINTS BROUGHT AGAINST:



RESPONDENT'S SCHOOL/UNIT



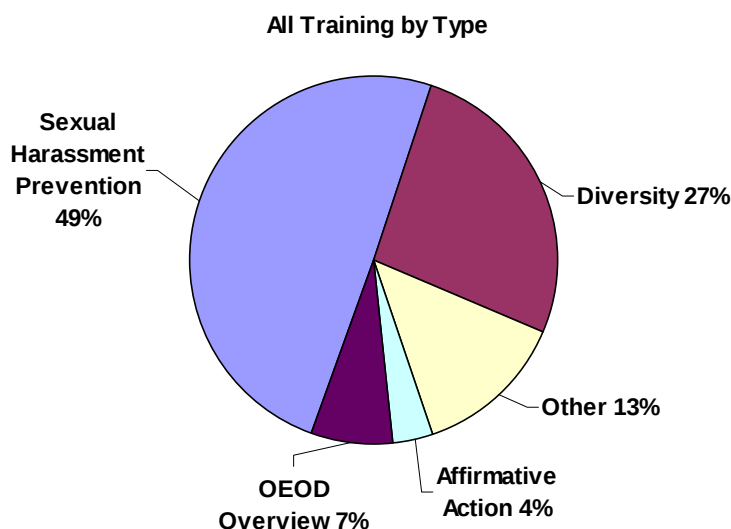
Distribution of complaints by school or unit and related statistics are addressed individually and separate from this report to assess progress and pinpoint issues of focus.

See Appendix A for descriptions of complaints.

Training and Educational Programs

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

OEOD conducted **83 workshops and training programs**, reaching an audience of close to **3300** throughout the campus and the medical center. The chart below shows the types of programs OEOD provided during the 2009-2010 year.



In addition to our three annual diversity series, *Diversity in Medicine*, *Diversity Development Program*, and *Campus Conversations Series*, OEOD launched a new program, *UCI-OPT*. OEOD also coordinated the *Religious Diversity Forum*.

OEOD continued to provide instructor-led and online courses to satisfy the requirements of AB1825, the California law mandating sexual harassment prevention education for all supervisors, including all faculty (except emeriti, volunteers, postdoctoral scholars and student academic appointments).

The online sexual harassment prevention training for non-supervisory employees, teaching assistants, and students, offered through New Media Learning, reached **367** individuals in 2009-2010.

Specific programs are listed in Appendix B.

The table and chart below illustrate each unit's compliance with California law AB1825 as of June 30, 2010. With a 94% compliance rate, UCI continues to surpass the system-wide compliance average of 84%.

AB1825 Compliance

School/Unit	Total	Completed	Overdue	Percentage Completed
Administrative & Business Services	187	187	0	100%
Library	62	62	0	100%
Office of Academic Affairs*	53	53	0	100%
Office of Information Technology	88	88	0	100%
University Advancement	86	86	0	100%
Chancellor's Office**	129	127	2	99%
Medical Center	390	385	5	99%
School of Medicine	865	862	3	99%
Student Affairs	203	199	4	98%
Office of Research	74	70	4	95%
Arts	105	98	7	93%
Biological Sciences	143	132	11	92%
Information & Computer Sciences	100	92	8	92%
Business	115	104	11	90%
Health Sciences	50	45	5	90%
Social Sciences	175	158	17	90%
University Extension	81	73	8	90%
Law	35	31	4	89%
Social Ecology	80	71	9	89%
Engineering	140	121	19	86%
Education	60	51	9	85%
Physical Sciences	196	157	39	80%
Humanities	223	173	50	77%
TOTAL	3,640	3,425	215	94%

* Includes OEOD, Ombuds, Graduate Division, and Division of Undergraduate Education.

** Includes Athletics, Communications, and Planning and Budget.

Affirmative Action Programs

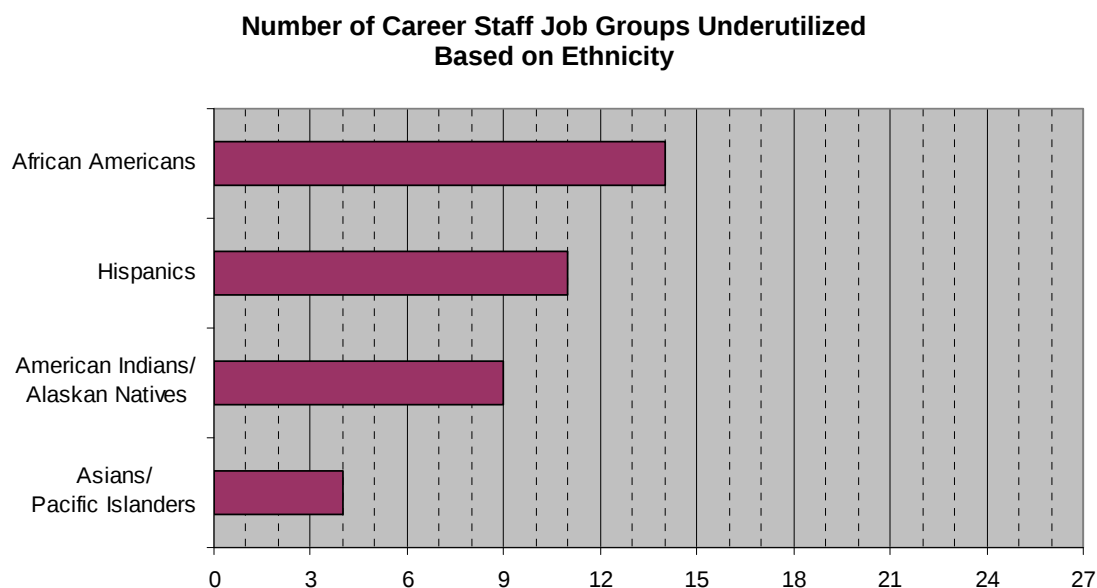
As a federal contractor, UCI must take affirmative action to promote the full realization of equal opportunity for women, minorities, covered veterans and individuals with disabilities, and maintain a written affirmative action plan.

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. This analysis is conducted for active career staff and academic staff, excluding student titles, temporary lecturers, and postdoctoral scholars.

For any area where underutilization has been identified, a 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 from the local county to the national level based on career staff job groups. Availability for all academic positions is based on national statistics.

Statistical Highlights

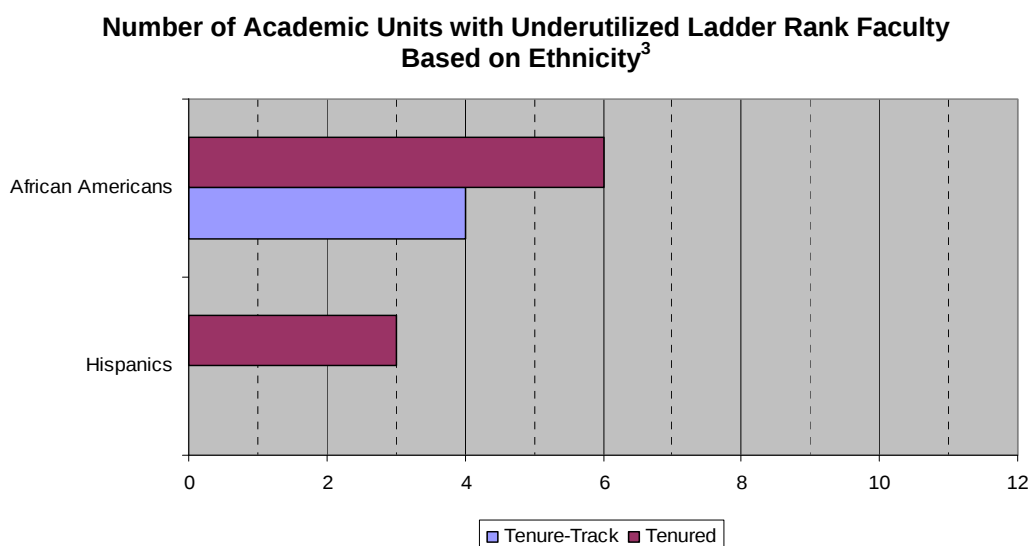
In 2009-2010, of the 27 career **staff** job groups, women were identified as underutilized in 12 job groups and minorities as a whole in five. A more detailed analysis by ethnicity shows the following:



See Appendix C ¹ for detailed career staff areas of underutilization and placement goals.

¹ Available in the Office of Equal Opportunity and Diversity during regular business hours.

In 2009-2010, in the **faculty** ranks, women, African American, and American Indian/Alaskan Native faculty were underutilized overall in the tenured ranks at UC Irvine. African American faculty were underutilized at the tenure-track level as well. When reviewing the statistics at the school level, women were underutilized in nine of the 12 academic divisions² at the tenured level and in two academic divisions at the tenure-track level. In addition, underutilization by race/ethnicity was identified in several units.



Underutilization was also identified for women and minorities in non-regular-rank academic job groups. See Appendix D⁴ for detailed academic areas of underutilization and placement goals.

Affirmative Action Programs

The Office of Equal Opportunity and Diversity supported UCI's good faith efforts to ensure equal opportunity in employment by taking the following affirmative actions:

- 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.
- Provided consultation on recruitment and search activities related to EEO/AA efforts to search committees, school and department personnel officers, ADVANCE equity advisors, supervisors, and hiring managers.
- Conducted trainings on recruitment and search activities related to EEO/AA efforts through the UCI Effective Supervision Certificate Program.
- Posted availability statistics for academic and staff job groups on the OEOD website.
- Provided detailed availability and utilization data to Academic Senate committees as requested.

² Due to small numbers in the programs in the College of Health Sciences, faculty in the School of Medicine and the CHS programs were combined into one academic unit. The Department of Education is included as its own academic unit.

³ American Indians/Alaskan Natives and Asian/Pacific Islanders were not identified as underutilized within the ladder faculty ranks in any of the academic units.

⁴ Available in the Office of Equal Opportunity and Diversity during regular business hours.

Appendix A

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Agency	Department	Agency	Gender	unfair treatment of and opportunities for women	Violation found. Monitoring agreement implemented.
Faculty	Student	Informal	Sexual harassment	unwelcome advances, inappropriate pictures, stalking	Provided information and education to Respondent. Referred Respondent to counseling. Referred Complainant to UCI Police Department.
Faculty	Student	Informal	Sexual harassment	repeated email of a sexual nature	Counseled Respondent to not contact Complainant.
Faculty	UCI	Informal	Gender	glass ceiling for female faculty at Step VI	No follow-through by Complainant.
Faculty	Faculty	Whistleblower	Disability, sexual orientation, retaliation	inappropriate termination	No violation found.
Student	UCI	Agency	Disability; retaliation	failed to investigate adequately	No violation found.
Student	UCI	Agency	N/A	UCI posted and forwarded private medical information; difficulty getting access to own educational records	Violation found. Made relevant staff aware of the policy.
Staff	Department	Informal	Medical condition	wrongfully terminated, forced to take medical exam	Provided information to Complainant.
Staff	UCI	Agency	Retaliation	nonconsensual experimentation	No violation found.
Staff	UCI	Agency	Retaliation, sex, marital status, disability	inappropriate termination and harassment; inappropriate genetic characteristic testing	No violation found.
Student	Faculty	Informal	Disability	denied volunteer position	Facilitated discussion between Complainant and department.
Staff	Staff	Informal	Race	unfair treatment	No follow-through by Complainant.
Student	Faculty	Formal	Age	denied continuance in graduate program	No violation found.
Student	Faculty	Informal	Sexual harassment	inappropriate email attachments	Provided information and education to Respondent.
Other	Faculty	Whistleblower	Consensual relations	inappropriate consensual relations	No violation found.
Other	Other	Informal	Religion	mocked religion at student-sponsored event	Allegations did not state a prima facie case.
Resident	Faculty	Informal	Gender	demeaning and discriminatory comments	No follow-through by Complainant.
Resident	Faculty	Informal	Sexual harassment, national origin	inappropriate and discriminatory behavior	Provided information and education to Respondents.
Staff	Department	Formal	Citizenship	laid off while other non-citizens were retained; unlawful hiring	Education and information provided to Complainant. Referred to whistleblower process. Allegations did not state prima facie case.
Staff	Department	Informal	Religion	removal of religious items of a particular faith	Worked with department to resolve issue.
Staff	Faculty	Informal	Gender	inappropriate comment	Provided information and education to Respondent.
Staff	Staff	Formal	Sexual harassment	unwelcome romantic overture	No violation found.
Staff	Staff	Formal	Sexual harassment	inappropriate comments	No violation found. Education recommended for department.
Staff	Staff	Informal	Sexual harassment, sexual orientation	inappropriate comments and touching	Provided sexual harassment prevention and diversity training to department.
Staff	Staff	Informal	Sexual orientation, sexual harassment, national origin	inappropriate jokes, hostile environment	No follow-through by Complainant. Provided training for department.
Staff	Staff	Informal	Sexual harassment	inappropriate touching and language	Provided information and education to Respondent.
Staff	Staff	Informal	Sexual harassment	gossip	No follow-through by Complainant. Worked with department to resolve issue.
Staff	Staff	Informal	Retaliation	harassment for participation in earlier investigation	No follow-through by Complainant.
Staff	Staff	Agency	Age, gender, retaliation	inappropriate termination	Pending.

Appendix A

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Staff	Staff	Agency	Race	subjected to unfair disciplinary action	Pending.
Staff	Staff	Formal	Race, color	Did not receive necessary training; released from assignment	No violation found.
Staff	Staff	Formal	Race, age, gender	inappropriate layoff	No violation found.
Staff	Staff	Formal	Age	reduction in time	No violation found.
Staff	Staff	Formal	Age	laid off but new position posted	No violation found.
Staff	Staff	Formal	National origin, race, gender	assigned to work out of class; preferential treatment in assignments and promotions	No violation found.
Staff	Staff	Informal	Race	unfair treatment	No follow-through by Complainant.
Staff	Staff	Informal	Sexual harassment	leering, inappropriate remarks	Department disciplined Respondent for not adhering to written management expectations.
Staff	Staff	Informal	Religion	non-inclusive holiday party	Facilitated resolution by department.
Staff	Staff	Informal	Sexual harassment	unwelcome compliments and looks	Provided information and education to Respondent.
Staff	Staff	Whistleblower	EEO	nepotism, promotion without recruitment	No violation found.
Staff	Staff	Whistleblower	EEO	nepotism	No violation found.
Staff	Staff	Informal	Consensual relations	appearance of inappropriate relationship	Provided information to Respondent.
Staff	Staff	Whistleblower	Consensual relations	favoritism	Complaint withdrawn. No violation found. Information and education given to Respondents.
Staff	UCI	Agency	Age	non-selection for position	No violation found.
Staff	UCI	Agency	National origin, retaliation	discipline	No violation found.
Staff	UCI	Agency	Gender, age	laid off and encouraged to retire	Pending.
Staff	Vendor	Formal	National origin, retaliation, sexual harassment	favoritism and inappropriate touching of colleagues	No violation found.
Staff	Vendor	Informal	Retaliation	treated differently	Supervisor followed up with Respondent. Provided training to Respondent.
Staff	Staff	Formal	Gender, age	wrongful termination	Complaint withdrawn.
Staff	Staff	Whistleblower	Sex	deny opportunities for women	No violation found.
Student	Department	Informal	N/A	inappropriate termination	Referred to Human Resources.
Student	Faculty	Informal	Disability	inappropriate accommodation	Respondent agreed to work with Disability Services Center.
Student	Other	Informal	Race	inappropriate behavior	Assisted department with informal resolution.
Student	Student	Formal	Sexual harassment; retaliation	bodily vandalism	Sexual harassment - violation found. Retaliation - no violation found.
Student	Student	Informal	Sexual orientation	forced to move	Worked with department to informally resolve.
Student	Student	Informal	Sexual harassment	inappropriate touching	No follow-through by Complainant. Provided Respondent with education and information.
Student	Student	Formal	Sexual harassment	unwelcome advances after end of relationship	No violation found.
Student	Student; Staff	Formal	Religion, retaliation, sexual harassment	hostile sexualized environment	No violation found.
Student	UCI	Agency	Retaliation	denied accommodation; academic contract required	Closed. Administrative dismissal.

Appendix A

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Student	UCI	Agency	Race	suspended for academic dishonesty when Caucasian student was not	No violation found.
Student	Student	Informal	Gender	unwanted advances	Provided information and education to Respondent.
Student	Department	Informal	Age	denied housing	Provided Complainant information.
Student	Student	Informal	Sexual harassment	displaying inappropriate pictures of self to others	Provided information and education to Respondent.
Student	Staff	Informal	Sexual harassment	inappropriate comments	Provided information and education to Respondent.
Students	Faculty	Informal	Sexual harassment	inappropriate conduct and touching	Resolved with parties.
Students	Student	Informal	Sexual harassment	inappropriate comments and physical contact	Provided information and education to Respondent.
Students	UCI	Informal	Religion	hate mail, inappropriate remarks, different standards	Pending.
Unknown	Staff	Informal	Sexual harassment	inappropriate relationship	Provided consultation to department.
Unknown	Staff	Informal	Sexual Harassment	favoritism for sex	Provided education to Respondent.
Unknown	Staff	Whistleblower	Sexual harassment	third party sexual harassment; hostile environment	No violation found.
Unknown	Staff	Whistleblower	EEO	nepotism	No violation found.
Other	Vendor	Informal	Religion; disability	improper termination	Referred to Respondent's employer.

Appendix B

TRAINING AND EDUCATIONAL PROGRAMS

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Administrative & Business Services	Design & Construction Services	Diversity & Intercultural Communication	12	12			
	Design & Construction Services	Diversity & Intercultural Communication	15	15			
	Design & Construction Services	Sexual Harassment Prevention	19	19			
	Design & Construction Services	Sexual Harassment Prevention	6	6			
	Facilities Management	AB1825: Sexual Harassment Prevention for Supervisors	23	23			
	Police Department	Campus Diversity	15	15			
	Police Department	Sexual Harassment Prevention	11	11			
	Police Department	Sexual Harassment Prevention	15	15			
	Police Department	Sexual Harassment Prevention	14	14			
	Police Department	Sexual Harassment Prevention	14	14			
Arts	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	155	37	25	93	
Business	MBA	Sexual Harassment Prevention: Sex & Power	40		1	39	
	MBA	Sexual Harassment Prevention: Sex & Power	40		1	39	
Chancellor's Office	Bren Event Center	Sexual Harassment Prevention	8	8			
	Chancellor's Advisory Council	Sexual Harassment: An Update on Law and Policy	11	7	4		
Division of Undergraduate Education	Division of Undergraduate Education	Sexual Harassment Prevention	55			55	
Graduate Division	Multiple Departments	OEOD Overview	500			500	
	Multiple Departments	Sexual Harassment Prevention	15	2		13	
Information and Computer Science	Multiple Departments	Elimination of Bias and Conflict Resolution (Life Theatre)	32	20	12		
Law School	Lawyer Skills classes	Sexual Harassment on the Front Line: The Good, The Bad, & The Ugly	62		2	60	
Physical Sciences	Chemistry	Sexual Harassment Prevention	43			43	
	Mathematics	Sexual Harassment Prevention	64			64	
	Physics and Astronomy	Sexual Harassment Prevention	24			24	
School of Medicine	Chief Administrative Officers	OEOD Overview	15	15			
	Compliance Office	Diversity & Intercultural Communication	14	14			
	Graduate Medical Education	Diversity & Sexual Harassment Prevention	80			80	
	Medical Residents	Sexual Harassment Prevention	100			100	
	Pediatrics	Workplace Diversity: Diversity & Stress	12	12			
	Surgery	AB1825: Sexual Harassment Prevention for Supervisors	19	3	16		
Social Sciences	Multiple Departments	Sexual Harassment Prevention	40			40	

NOTE: "Other" may include a combined audience of faculty, staff, students, and/or community members, or vendors or others who may contract with the university.

Appendix B

TRAINING AND EDUCATIONAL PROGRAMS

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Student Affairs	Administrative Intern Class	Gender Gap: Is There One?	26			26	
	Auxiliary Services and Resource Planning	Sexual Harassment Prevention	104	4		100	
	Auxiliary Services and Resource Planning	Sexual Harassment Prevention	21	21			
	Center for Educational Partnerships	Sexual Harassment Prevention	6	1		5	
	Center for Educational Partnerships	Managing Conflict Amid Diverse Perspectives	42	2		40	
	Center for Educational Partnerships	Sexual Harassment Prevention	9	2		7	
	Center for Educational Partnerships	Sexual Harassment Prevention	45			45	
	Child Care Center	Campus Diversity (3 sessions)	45	45			
	Counseling Services	Workplace Diversity Training	6	6			
	Cross-Cultural Center	Managing Conflict: Leadership Awareness & Diverse Perspectives	56	2		54	
	Housing	OEOD Overview	10	10			
	Housing	OEOD Overview	12	12			
	Housing	Orientation & Professional Training (8 sessions)	35	35			
	Housing	Sexual Harassment Prevention	35			35	
	International Center	Communication	10	8		2	
	Multiple Departments	Sexual Harassment Prevention	48			48	
UCI Medical Center	Dietary	Diversity and Sexual Harassment Prevention	10	10			
	Dietary	Diversity and Sexual Harassment Prevention	10	10			
	Dietary	Diversity and Sexual Harassment Prevention	10	10			
	Dietary	Diversity and Sexual Harassment Prevention	9	9			
	Dietary	Diversity and Sexual Harassment Prevention	7	7			
	Dietary	Diversity and Sexual Harassment Prevention	6	6			
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	20	16	4		
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	20	16	4		
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	5	3	2		
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors (Life Theatre)	83	74	9		
	Multiple Departments	Cultural Diversity & Health Care	35	35			
	Multiple Departments	OEOD Overview	110	110			
	Neuropsychiatric Center	Workplace Diversity	8	8			
	Neuropsychiatric Center	Workplace Diversity	12	12			
	Neuropsychiatric Center	Workplace Diversity	11	11			
	Neuropsychiatric Center	Workplace Diversity	12	12			
	Obstetrics & Gynecology Division	AB1825: Sexual Harassment Prevention for Supervisors	38	19	19		

NOTE: "Other" may include a combined audience of faculty, staff, students, and/or community members, or vendors or others who may contract with the university.

Appendix B

TRAINING AND EDUCATIONAL PROGRAMS

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
UCI	Effective Supervision Program	EEO & Your Role as a Supervisor	14	14			
	Effective Supervision Program	EEO & Your Role as a Supervisor	28	28			
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	43	34	9		
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	54	38	16		
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	14	10	3		1
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	17	9	8		
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	14	10	4		
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	14	11	3		
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors	16	8	8		
	Multiple Departments	AB1825: Sexual Harassment Prevention for Supervisors (Life Theatre)	118	80	37	1	
	Multiple Departments	Campus Conversations: Finding Our Common Humanity in The Religious Texts of Judaism & Islam	58				58
	Multiple Departments	Campus Conversations: First Amendment in a Multicultural Society	200				200
	Multiple Departments	Campus Conversations: The New Face of Law Enforcement	25				25
	Multiple Departments	Campus Crisis Resources	9	1	8		
	Multiple Departments	Diversity Development Program (10 Sessions)	33	33			
	Multiple Departments	Diversity in Medicine (10 sessions)	140	5		135	
	Multiple Departments	Interracial Identity	25	25			
	Multiple Departments	Middle Eastern Americans: People, Culture & Communication	33	33			
	Multiple Departments	Rainbow Festival: Leading Women of the World	43	2		40	1
Other	Aramark	OEOD Overview	12				12

NOTE: "Other" may include a combined audience of faculty, staff, students, and/or community members, or vendors or others who may contract with the university.

Appendices C & D

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.