Appendix

Nondiscrimination and Affirmative Action Policy Statement for University of California

It is the policy of the university not to engage in discrimination against or harassment of any person employed by or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancerrelated or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran (special disabled veteran, Vietnam era veteran, recently separated veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized). This policy applies to admissions, access, and all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable state and federal laws and university policies.

In addition, it is the policy of the university to undertake affirmative action, consistent with its obligations as a federal contractor, for people of color and women, for persons with disabilities, and for special disabled veterans, Vietnam era veterans, recently separated veterans, and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. The university commits itself to apply every good faith effort to achieve prompt and full utilization of people of color and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements, and are consistent with university standards of quality and excellence.

Inquiries regarding the University of California, San Diego's (UCSD) equal employment opportunity policies and student-related nondiscrimination policies may be directed to: Student Affairs— Joseph W. Watson Vice Chancellor—Student Affairs Bldg. 112 University Center, UCSD 9500 Gilman Drive, Dept. 0015 La Jolla, CA 92093-0015 (858) 534-4370

Academic Affairs— Marsha A. Chandler Senior Vice Chancellor—Academic Affairs Bldg. 105 University Center, UCSD 9500 Gilman Drive, Dept. 0001 La Jolla, CA 92093-0001 (858) 534-3130

Staff and Management— Steve W. Relyea Vice Chancellor Business Affairs Sec. 504 Coordinator—Staff Bldg. 110 University Center, UCSD 9500 Gilman Drive, Dept. 0007 La Jolla, CA 92093-0007 (858) 534-3390

UCSD recognizes its obligation to provide program accessibility (as described in Section 504 of the 1973 Rehabilitation Act and the Americans with Disabilities Act of 1990) for persons with disabilities. For information as to the existence and location of services, activities, and facilities that are accessible to and usable by persons with disabilities, contact:

Joseph W. Watson Vice Chancellor Student Affairs Sec. 504 Coordinator—Students Bldg. 112 University Center, UCSD 9500 Gilman Drive, Dept. 0015 La Jolla, CA 92093-0015 (858) 534-4370

Marsha A. Chandler Senior Vice Chancellor Academic Affairs Sec. 504 Coordinator—Faculty Bldg. 105 University Center, UCSD 9500 Gilman Drive, Dept. 0001 La Jolla, CA 92093-0001 (858) 534-3130 Barry J. Niman ADA Coordinator Manager, Employee Rehabilitation Program Torrey Pines Center South, Suite 348 9500 Gilman Drive, Dept. 0944 La Jolla, CA 92093-0944 (858) 534-6743 (858) 534-6743 (858) 534-3059 Steve W. Relyea Vice Chancellor Business Affairs Sec. 504 Coordinator—Staff Bldg. 110 University Center, UCSD 9500 Gilman Drive, Dept. 0007 La Jolla, CA 92093-0007

UCSD Policies and Procedures Applying to Student Activities

(858) 534-3390

Students enrolling at UCSD are required to observe campus regulations, including but not limited to the Standards of Conduct and the Policies and Procedures Applying to Student Activities, which are available to students at http://ugr8.ucsd.edu/judicial/ as well as the following locations:

Student Legal Services Student Organizations and Leadership Opportunities College Dean Offices Office of Graduate Studies and Research Office of the Student Affairs Dean, School of Medicine Student Policies and Judicial Affairs SIO, Graduate Student Department

Notice to Students of Their Privacy Rights

In accordance with the Federal Family Educational Rights and Privacy Act of 1974 and campus procedures implementing the University of California Policies Applying to the Disclosure of Information from Student Records, students at the San Diego campus of the university have the right:

- Appendix
 - 1. To inspect and review records pertaining to themselves in their capacity as students;
- To have withheld from disclosure, absent their prior consent for release, personally identifiable information from their student records, with exceptions as noted in Section 10.70 of the university's policies (see also Directory or Public Information below);
- To inspect records maintained by the campus of disclosure of personally identifiable information from their student records;
- To seek correction of their student records through a request to amend the records or a request for a hearing; and
- To file complaints with the Department of Education regarding alleged violations of the rights accorded them by the Federal Act.

Directory or Public Information

The Federal Family Educational Rights and Privacy Act of 1974 (revised June 1976) permits the university to release or publish, without the student's consent, items in the category of "public information" which are name, address (campus and/or permanent), telephone number, campus email address, date and place of birth, major fields of study, dates of attendance, degrees and honors received, the most recent previous educational institutions attended, participation in officially recognized activities, including intercollegiate athletics, and the name, weight and height of participants on intercollegiate university athletic teams. Students may request in writing, by the last day of registration each quarter, that any or all personally identifiable information from their records not be regarded as public information. Forms for this purpose are available in the Registrar's Office.

Notification of Rights Under FERPA for Postsecondary Institutions

The Family Educational Rights and Privacy Act (FERPA) affords students certain rights with respect to their education records. They are:

 The right to inspect and review the student's education records within forty-five days of the day UCSD receives a request for access.

Student should submit to the registrar, dean, head of the department written

requests that identify the record(s) student wishes to inspect. The UCSD official to whom the request was submitted will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records were not maintained by the UCSD official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.

2. The right to request amendments of the student's education records that the student believes are inaccurate or misleading.

Students may ask UCSD officials to amend a record that they believe is inaccurate or misleading. They should write the UCSD official responsible for the record, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the UCSD official decides not to amend the record as requested by the student, that official will notify the student of the decision and advise the student of the procedures to appeal the denial.

 The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.

One exception which permits disclosure without consent is disclosures to UCSD or UC officials with legitimate educational interests. A UCSD or UC official is a person employed by UCSD or UC in an administrative, supervisory, academic, research, or support staff position: a person or company with whom UCSD or UC has contracted (such as attorney, auditor, or collection agent): or a student serving on an official committee, such as a disciplinary or grievance committee. A UCSD or UC official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

 The right to file a complaint with the U.S. Department of Education concerning alleged failures by UCSD to comply with the requirements of FERPA.

The name and address of the office that administers FERPA is: Family Policy Compliance Office U.S. Department of Education 400 Maryland Avenue, SW Washington, DC, 20202-4605

Questions about these rights or any other aspect of student records management by UCSD officials may be referred to the Director, Student Policies and Judicial Affairs, Student Center, Building B, or by telephone at (858) 534-6225 or email at naguilar@ucsd.edu. The text of FERPA may be found in the Government Documents section of the UCSD Geisel Library. Copies of the UCSD student records policy, PPM 160-2, may be accessed electronically at http:// adminrecords.ucsd.edu/ppm/docs/160-2.html

UCSD Sexual Harassment Prevention and Policy

The University of California, San Diego is committed to creating and maintaining a community in which all persons who participate in UCSD programs and activities can work together in an atmosphere free from all forms of harassment, exploitation, or intimidation. Every member of the UCSD community should be aware that UCSD is strongly opposed to sexual harassment and that such behavior is prohibited both by law and UCSD policy. Retaliation against a person who brings a complaint of sexual harassment is also strictly prohibited and may result in separate disciplinary action. It is UCSD's intention to take whatever action may be needed to prevent, correct, and if necessary, discipline behavior which violates this policy.

Laws and University Policies Prohibiting Sexual Harassment

The California Fair Employment and Housing Act and Title VII of the Federal Civil Rights Act of 1964, as amended, prohibit sexual harassment in employment. Title IX of the Education Amendments of 1972 prohibits sexual harassment in educational institutions which are recipients of federal funds. UCSD's policy prohibits discrimination on the basis of sex, including sexual harassment, and provides for disciplinary action for inappropriate conduct.

Defining Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and

other verbal or physical conduct of a sexual nature when any or all of the following conditions result:

- Submission to such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or participation in any university activity.
- Submission to or rejection of such conduct by an individual is used as a basis for evaluation in making academic or personnel decisions affecting an individual.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive university environment.

A determination of whether particular conduct constitutes sexual harassment takes into account the totality of the circumstances, including:

- 1. the frequency of the offensive conduct;
- 2. its severity;
- 3. whether it is physically threatening or humiliating;
- the location of the conduct and the context in which it occurred;
- 5. the degree to which the conduct affected the education or employment environment; and
- 6. the relationship between the parties.

Sexual harassment does not typically include verbal expression or written material that is relevant and appropriately related to course subject matter or curriculum.

Sexual harassment may occur between persons of differing power or between peers. In addition, while the majority of reported cases of sexual harassment involve a male harassing a female, sexual harassment may also involve a female harassing a male, or a male or female harassing a person of the same sex.

Prevention and Education

To implement UCSD's policy regarding sexual harassment, the Office of Sexual Harassment Prevention and Policy (OSHPP) provides assistance in investigating and resolving complaints and provides education to the entire UCSD community. Emphasis is on prevention and early resolution. Copies of UCSD's policy and procedures may be obtained at OSHPP at 201 University Center or at its campus Web page at http://oshpp.ucsd.edu. Faculty, staff, and students are encouraged to review the interactive online education program, *Preventing Sexual Harassment*, available on the OSHPP Web page.

Complaint Resolution

UCSD has established formal and informal procedures for resolving sexual harassment complaints. There are several informal resolution options, depending on the circumstances, including educational programs for targeted campus units or for particular individuals and mediation between the parties. Where informal resolution is unsuccessful or inappropriate, a formal complaint may be filed and a formal investigation undertaken. There is no prescribed sequence, so choosing one option first does not prevent a complainant from choosing a different option for resolution later on.

Because complaints are most effectively resolved at the earliest possible stage, UCSD encourages early reporting of concerns or complaints regarding sexual harassment. If you believe you have been sexually harassed, you are encouraged to discuss your options and learn about UCSD procedures by contacting OSHPP at (858) 534-8298 or one of the Information Advisors listed in the Campus Telephone Directory under "Sexual Harassment."

A number of governmental agencies also accept complaints of sexual harassment, including the California Department of Fair Employment and Housing, the U.S. Equal Employment Opportunity Commission, and the Office for Civil Rights, U.S. Department of Education. The time deadlines for filing such complaints vary between 180 and 365 days.

Retaliation

Threats, other forms of intimidation, and retaliation against a faculty member, student, or staff employee for bringing a complaint of sexual harassment or for assisting another in bringing a complaint are prohibited. Retaliation is itself a violation of UCSD policy and applicable law, and is a serious offense. Complaints of retaliation may be brought through the informal or formal sexual harassment complaint procedures. Acts of retaliation may result in discipline.

Title IX Coordinator

Persons who wish to bring a complaint alleging a violation of Title IX of the Education Amendments of 1972 may contact the Title IX Coordinator as follows:

Lori Chamberlain, Title IX Coordinator University of California, San Diego 9500 Gilman Drive, Mail Code 0024 La Jolla, California 92093 (858) 534-8298

The Regents of the University of California

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University Professor

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On-campus student enrollment

UCSD Facts and Figures (as of fall 2002)

Medical School (including 540 Medical Center residents and interns) 1,136 Grade-point averages Freshman 2.94 Junior 3.02 Number of undergraduates in most populous departments Electrical and Computer Engineering ... 1,309 Computer Science and Engineering 1,150 Communication825 Visual Arts......729

Based upon the previous year's experience, 94 percent of all new freshmen enrolled at UCSD in the fall quarter are also enrolled in the subsequent fall quarter. Eighty-two percent of all students who begin their undergraduate studies as freshmen at UCSD complete their degree requirements here within six years. Questions or requests for more detailed information should be directed to the Office of Student Research and Information.

UCSD Extension enrollment 32,240
Summer Session enrollment 12,542
On campus teaching faculty members 1,680
Books in library collection2,938,357
Total land area—UCSD
Main campus 1,202
Outlying areas
UC Natural Reserves
Total acres1,962

Members of Honorary Societies/Prizes/Awards

ocieties/Prizes/Awards
Academie des Sciences, France 1
Acoustical Society of America1
African Studies Association1
American Academy of Arts and Sciences81
American Academy of Mechanics4
American Academy of Microbiology2
American Academy of Religion1
American Anthropological Association6
American Association for
the Advancement of Science
American Association of Anatomists1
American Astronomical Society10
American Chemical Society57
American Geophysical Union9
American Institute of Aeronautics
and Astronautics9
American Institute of Chemists 2
American Mathematical Society23
American Meteorological Society1
American Nuclear Society3
American Philosophical Society14
American Physical Society
American Psychiatric Association1
American Psychological Association9
American Society for Biological Chemists 13
American Society for Cell Biology4
American Society for Clinical Investigation 1
American Society of Composers,
Authors & Publishers3
American Society of Mechanical Engineers7
American Sociological Association1
American Thoracic Society1
Balzan
Beckman2
Bernal Prize 1
Chancellor's Summer Faculty Fellowship 20
Charles E. Molnar Award1
Econometric Society8
Fulbright Awards45
German Marshall Fund4
Gregory Luebbert Prize1
Guggenheim145
Hellman Faculty Fellowship
Humboldt Research Award9
Huntsman Medal2
Institute of Electrical
& Electronic Engineers

Institute of Mathematical Statistics3
Institute of Medicine21
International Academy of Astronautics6
International Union of Radio Scientists1
Johan Skyette Prize1
Kyoto Prize1
La Society des Oceanists,
Musee de L'Homme1
Macarthur Foundation8
Meteroical Society1
National Academy of Education2
National Academy of Engineering15
National Academy of Sciences67
National Medal of Science6
New York Academy of Science6
Nobel Laureates6
Oceanology International Lifetime
Achievement Award1
Optical Society of America7
Packard Foundation Fellowship2
Presidential Early Career Award for
Scientists and Engineers2
Presidential Young Investigators Award 8
Prince Albert I. Medal1
Pulitzer Prize
Royal Anthropological Institute1
Royal Anthropological Institute—
Great Britain & Ireland1
Royal Astronomical Society
Royal Danish Academy of Science
and Letters
Royal Historical Society
Royal Netherlands Academy of Science 1
Royal Society of Chemistry3Royal Society of London9
Royal Society of London9 Royal Society of Victoria1
Royal Society of Victoria1 Royal Statistical Society1
Searle Scholar
Sloan Research Fellows
Society of Experimental Psychology7
Swedish Royal1
Tyler Prize
White House National Medal of Science 1