

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, gender identity, pregnancy (includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, medical condition (cancer-related 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 covered veterans. 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—

David R. Miller
Acting 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

David R. Miller
Acting 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) 534-3059

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
(858) 534-3390

UCSD Policies and Procedures Applying to Student Activities

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 Under UCSD PPM 160-2 and FERPA

In accordance with the Federal Family Educational Rights and Privacy Act of 1974 and UCSD PPM 160-2, the 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 to:

1. Refuse to permit any or all of the categories of personally identifiable information to be designated as directory information with respect to themselves;

2. Inspect and review the student's own records;
3. Request correction of the student's own records;
4. Grieve an alleged violation of privacy rights, as specified in this policy;
5. Have personally identifiable information contained in student records not be disclosed without a signed and dated written consent that specifically identifies:
 - a. The records to be disclosed,
 - b. The purpose of the disclosure, and
 - c. The party or class to whom disclosures are to be made. Consent is not required for those disclosures authorized by sections VIII and IX of PPM 160-2; and
6. File with the United States Department of Education a complaint concerning alleged failures by UCSD to comply with the requirements of FERPA; and
7. Be informed where copies of student records policies are located and obtain a copy.

Directory or Public Information

The following has been designated by UCSD as "directory information": a student's name, address (local and/or permanent), email address, telephone numbers, date and place of birth, major fields of study, dates of attendance, grade level, enrollment status (e.g., paid or unpaid enrollment, undergraduate, full-time, or part-time), number of course units in which enrolled, degrees and honors received, the most recent previous educational institution attended, participation in officially recognized activities, including intercollegiate athletics, and the name, weight, and height of participants on intercollegiate UCSD athletic teams.

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:

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

Students should submit written requests that identify the record(s) that the student

wishes to inspect. The UCSD official to whom the request was submitted will notify the student of the time and place where the records may be inspected.

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

The request may be submitted in writing to 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.

3. 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 information requested is relevant and necessary for the official to perform a task or determination that it is an employment responsibility or perform a task that is related specifically to the official's participation in the student's education or perform a task that is related specifically to the discipline or the student, and provides a service or benefit to the student, or the student's family.

4. 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 judicialaffairs@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 where all persons who participate in UCSD programs and activities can work and learn together in an atmosphere free of 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. UCSD will respond promptly and effectively to reports of sexual harassment and will take appropriate action to prevent, correct, and if necessary, discipline behavior that violates this policy.

Laws and University Policies Prohibiting Sexual Harassment

The University of California Policy on Sexual Harassment applies to UCSD, the medical centers, and all auxiliary university locations. 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.

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 submission to or rejection of this conduct explicitly or implicitly affects a person's

employment or education, unreasonably interferes with a person's work or educational performance, or creates an intimidating, hostile, or offensive working or learning environment. UCSD will respond to reports of any such conduct.

In determining whether the reported conduct constitutes sexual harassment, consideration shall be given to the record of the conduct as a whole and to the totality of the circumstances, including the context in which the conduct occurred.

Sexual harassment does not typically include verbal expression or written material that is relevant and appropriately related to course subject matter or curriculum. This policy is intended to protect members of the UCSD community from discrimination, not to regulate protected speech.

Sexual harassment may occur between persons of differing power or between peers. In addition, sexual harassment may involve a female harassing a male, or a male or female harassing a person of the same gender. Harassment that is not sexual in nature but is based on gender, sex-stereotyping, or sexual orientation also is prohibited if it is sufficiently severe to deny or limit a person's ability to participate in or benefit from UCSD educational programs, employment, or services. In determining whether a hostile environment due to sexual harassment exists, UCSD may take into account acts of discrimination based on gender, sex-stereotyping, or sexual orientation.

Consensual Relations

UCSD's consensual relationship policy addresses potential ethical and legal issues that arise when individuals develop romantic or sexual relationships. In addition, the UC regents have approved a systemwide faculty-student relationship policy that prohibits a faculty member from becoming romantically or sexually involved with students for whom the faculty member has or should expect to have supervisory responsibility.

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 guidelines for resolving sexual harassment complaints. There are several early resolution options, depending on the circumstances, including educational programs for targeted campus units or for particular individuals and mediation between the parties. Where early 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. You may obtain advice without filing a complaint. Unreasonable delay in reporting sexual harassment or failure to utilize UCSD's complaint resolution procedures may affect your legal rights.

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 sexual harassment complaint procedures. Acts of retaliation may result in discipline.

Title IX Compliance Coordinator/ Sexual Harassment Officer

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 Compliance
Coordinator/Sexual Harassment Officer
University of California, San Diego
9500 Gilman Drive, Mail Code 0024
La Jolla, California 92093
(858) 534-8298

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Mark H. Thiemens

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Stephen Hedrick

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Dennis A. Carson

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Lawrence Larson

Francis Crick Chair (Regents Chair)

Peter G. Wolynes

Cymer Corporation Endowed Chair

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Frieman Chair in Global Observation Research

Uwe Send

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Sally Ride

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Information and Computer Science

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Disease Research

David P. Salmon, M.D.

Chair of Judaic Studies

David Goodblatt

Nancy Kaehr Chair in Pediatric Research

Sanjay K. Nigam

Jerome Katzin Chair in Corporate Governance

David Schkade

Katzin Chair of Jewish Civilization

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Larry L. Hillblom Foundation Endowed Chair
in Geriatrics

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Lawrence B. and Sallye K. Krause Chair in Korean
Studies

Stephen Haggard

Lansche Endowed Chair in Ophthalmology

Stuart Brown

Stephen W. Kuffler Chair in Biology

Anirvan Ghosh

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Dilip Jeste

Benard L. Maas Chair in Inherited Metabolic Disease

—

Mary Gilman Marston Chair in Psychiatry

Lewis L. Judd

Quinn Martin Chair in Drama

—

Bernd T. Matthias Chair in Physics

M. Brian Maple

Joseph E. Mayer Chair of Theoretical Chemistry

J. Andrew McCammon

Hajime Mori Chair in Japanese Language and Literature

Masao Miyoshi

Nancy Olmsted Chair in Pediatric Pulmonology

Paul M. Quinton

Pacific Economic Cooperation Chair in International Economic Relations

Takeo Hoshi

Edith and William M. Perlman Chair in Clinical Cardiology

Kirk L. Peterson

Charles Lee Powell Chair in Mathematics

—

Charles Lee Powell Chair in Wireless Communication

Bang-Sup Song

Presidential Chair in Energy and Combustion Research

Forman A. Williams

Presidential Chair in Philosophy II

Patricia S. Churchland

Professorship in Neuroregeneration

Marla Feller

Qualcomm Endowed Chair in Communications and Technology Policy

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Qualcomm Endowed Chair in Embedded Microsystems

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Ramesh Rao

Helen Ranney Chair in Medicine

Kenneth Kaushansky

Anne Ratner Chair in Pediatric Ophthalmology

David Granet

Eric and Johanna Reissner Chair in the Department of Structural Engineering

Frieder Seible

Stephen O. Rice Chair in Magnetic Recording Research

Jack K. Wolf

Florence Seeley Riford Chair for Acquired Immune Deficiency Syndrome (AIDS) Research

Douglas Richman

Florence Riford Chair for Alzheimer's Disease Research

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William E. and Mary B. Ritter Memorial Chair

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Rohr Chair in Pacific International Relations

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Science Applications International Corporation Chair in Engineering

Andrew Chien

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Steffanie Strathdee

Skyworks Chair in High Performance Communications Devices and Circuits

Peter Asbeck

Sokwanlock Chair in Chinese International Affairs

Barry Naughton

Herbert Stern Chair in Biology

Jean Wang

Structural Systems Research Chair

—

Tasch Endowed Chair in Parkinson's Disease Research

—

Evelyn and Edwin Tasch Chair in Cancer Research

Thomas Kipps

Ronald R. Taylor Chair in Information Technology in Computer Science

Pavel Pevzner

Torrey Mesa Research Institute Chair in Plant Science

Julian I. Schroeder

Sandra and Monroe Trout Chair in Pharmacology

Palmer W. Taylor

Monroe E. Trout Chair in Surgery

David Hoyt

Harold Clayton Urey Chair in Chemistry

Clifford Kubiak

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UCSD Facts and Figures (as of fall 2004)

On-campus student enrollment	Total land area—UCSD	Association of American Physicians 2
Undergraduate 20,339	Main campus 1,152	Association for Computing Machinery 1
Warren 4,565	Outlying areas 427	Balzan 2
Muir 3,797	UC Natural Reserves 565	Beckman Foundation Young Investigator 2
Marshall 3,813	Total acres 2,143	Bernal Prize 1
Revelle 3,647	Members of Honorary	Carol Nachman Prize 2
Roosevelt 3,370	Societies/Prizes/Awards	Chancellor's Medal 2
Sixth 1,147	A.B. Wood Medal and Prize 1	Chancellor's Summer Faculty Fellowship 18
Graduate 3,559	Academia Sinica 1	Charles E. Molnar Award 1
Medical School (including 540 Medical	Academic Senate Distinguished	Cognitive Science Society 1
Center residents and interns) 1,380	Teaching Awards 46	College Teaching Awards 4
Total students 25,278	Academie des Sciences, France 1	Cottrell Scholar 1
Grade-point averages	Acoustical Society of America 1	C.U. Ariens Kappers 1
Freshman 2.88	African Studies Association 1	Distinguished Teaching 6
Sophomore 2.99	American Academy of Arts and Sciences 77	Econometric Society 8
Junior 3.05	American Academy of Mechanics 3	Fields Medal 1
Senior 3.07	American Academy of Microbiology 2	Fulbright Fellowship 39
Number of undergraduates in most populous	American Academy of Pediatrics 1	German Marshall Fund 4
departments	American Academy of Religion 1	Gregory Luebbert Prize 1
Biology 3,368	American Anthropological Association 5	Guggenheim Fellowship 126
Economics 1,787	American Association for	Gustav Steinman Medal 1
Psychology 1,253	the Advancement of Science 72	Hellman Faculty Fellowship 30
Political Science 1,094	American Astronomical Society 9	Humboldt Research Award 9
Bioengineering 952	American Chemical Society 50	Huntsman Medal 2
Computer Science and Engineering	American Geophysical Union 7	Institute of Electrical
(CSE) 949	American Institute of Aeronautics	& Electronic Engineers 22
Electrical and Computer Engineering	and Astronautics 8	Institute of Mathematical Statistics 3
(ECE) 937	American Institute of Architects 1	Institute of Medicine 25
Mechanical and Aerospace Engineering	American Institute of Chemists 2	Institute of Scientific Information 2
(MAE) 908	American Mathematical Society 22	International Academy of Astronautics 5
Chemistry 837	American Meteorological Society 1	International Union of Radio Scientists 1
Communication 742	American Nuclear Society 3	Johan Skyette Prize 1
Based upon the previous year's experience,	American Philosophical Association 1	KGTV Channel 10 News Leadership Award 1
94 percent of all new freshmen enrolled at UCSD	American Philosophical Society 15	Kyoto Prize 1
in the fall quarter are also enrolled in the subse-	American Physical Society 34	MacArthur Foundation 8
quent fall quarter. Eighty-three percent of all stu-	American Psychological Association 8	Meteroical Society 1
dents who begin their undergraduate studies as	American Society for Biological Chemists 12	National Academy of Education 3
freshmen at UCSD complete their degree require-	American Society for Cell Biology 4	National Academy of Engineering 14
ments here within six years. Questions or requests	American Society for Clinical Investigation 1	National Academy, Institute of Medicine
for more detailed information should be directed	American Society of Composers,	(see Institute of Medicine)
to the Office of Student Research and Information.	Authors & Publishers 3	National Academy of Sciences 65
UCSD Extension enrollment 30,297	American Society of Mechanical Engineers 6	National Humanities Medal 1
Summer Session enrollment 14,327	American Sociological Association 1	National Medal of Science 6
On campus teaching faculty members 1,844	American Thoracic Society (Edward Livingston	National Academy of Science 3
Bound books in library collection 3,071,461	Trudeau Medal) 1	Nierenberg Prize 4
	Arthur C. Cope Scholar Award 2	Nobel Prize Winners (Nobel Laureates) 8

Oceanology International Lifetime Achievement Award	1	Royal Astronomical Society	6	UCSD Endowed Chairs	100
Optical Society of America	6	Royal Historical Society	1	UCSD Medal	9
Packard Foundation Fellowship	2	Royal Netherlands Academy of Science	1	Van Courtland Elliott Prize	1
Potamkin Prize	4	Royal Society of Chemistry	3	Vannevar Bush Award	2
Presidential Early Career Award for Scientists and Engineers (PECASE)	2	Royal Society of London	9		
Presidential Young Investigators Award	7	Royal Society of Victoria	1		
Prince Albert I. Medal	1	Royal Statistical Society	1		
Pulitzer Prize	1	Searle Scholar	7		
Revelle Medal	15	Seismological Society of America	1		
Robert Guthrie Award	1	Sloan Research Fellows	18		
Roy Harvey Pearce/Archive for New Poetry Prize	1	Society of Experimental Psychology	6		
Royal Anthropological Institute	1	Swedish Royal	1		
		Tyler Prize	1		
		UC Presidential Fellowship	1		