

Frequently Asked Questions

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What are bias incidents?

What is unlawful discrimination?

What is unlawful harassment?

There are different definitions of unlawful harassment, depending on whether the complaint is made by a student or an employee. Here is the definition of prohibited and unlawful harassment that applies to students:

- Unwelcome physical, verbal, written or visual conduct that
 - is so “**severe**” and/or “**pervasive**”; and
 - objectively offensive; and that
 - so substantially impairs a person’s access to university programs or activities that the person is effectively denied equal access to the university’s resources and opportunities; and
 - is motivated on the basis of a protected category (e.g., race, color, national origin, sex, disability, age).

Here is the definition that applies to employees:

- Unwelcome physical, verbal, written or visual conduct that
 - is so “**severe**” and/or “**pervasive**”; and
 - objectively offensive; and that
 - unreasonably interferes with a **person’s work** or creates an intimidating, hostile or offensive working or learning environment; and
 - is motivated on the basis of a protected category (e.g., race, color, national origin, sex, disability, age).

A determination of whether particular conduct constitutes prohibited and unlawful harassment depends on the totality of the circumstances. Prohibited and unlawful harassment may occur between persons of differing power or between peers. It may also involve a female harassing a male; a male or female harassing a person of the same gender; or a person of one race (national origin, religion, etc.) harassing a person of the same race (national origin, religion, etc.).

What are protected categories at UC San Diego?

What are some examples of unlawful discrimination?

What are some examples of unlawful harassment?

The following examples of unlawful harassment would likely violate UC policy if found to be sufficiently “severe” and/or “pervasive”:

- Making derogatory or dehumanizing remarks based on a person’s race (or other protected category).
 - Physical assaults targeting individuals of a particular religion (or other protected category).
 - Repeatedly sending unwelcome emails, text messages or photos of a sexual nature.
 - Anti-Semitic or Islamophobic graffiti scrawled on the door of a student’s room.
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What are some examples of sexual harassment?

What are hate crimes?

What is Title IX?

What is Title VI?

What is the Violence Against Women Act (VAWA)?

Is UC San Diego required to accommodate my disability?

Why is UC San Diego concerned about preventing harassment and discrimination?

How does OPHD resolve complaints?

Who should I contact if I have a question about harassment or discrimination?

What if I fear retaliation for reporting a concern?

What is retaliation?

Can I make a report anonymously?

What is the role of academic freedom or the First Amendment?

When may I date another UC San Diego affiliate?

Who must comply with the UC San Diego Nondiscrimination policies?

How does UC San Diego protect my privacy?

What responsibilities do supervisors have under UC San Diego policy?

What are the reporting obligations of employees who witness student conduct that violates the policies on discrimination and harassment?

What happens if a student reports an incident of discrimination or harassment to an employee?

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