

Welcome to the Office of Equity, Diversity & Inclusion

www.EQUITY.ucla.edu →

Report an Incident

Who We Are

An illustration showing a variety of hands of different skin tones (brown, tan, orange, purple, teal) stacked together in a supportive gesture. The background is a mix of soft, abstract shapes in muted colors, including some heart shapes.

Visit our website!

www.EQUITY.ucla.edu

Events • Education • Resources •

Report an Incident

Office of Equity, Diversity & Inclusion

CIVIL RIGHTS OFFICE

Discrimination Prevention Office (DPO)

- Complaints against:
 - **Faculty**
 - **Students**
(if negatively impact campus climate)

Staff Diversity & AA/EEO Compliance Office

- Complaints against **Staff**

Title IX Office

- **Gender-**
related
complaints

No wrong door ...

www.EQUITY.ucla.edu

True Bruin Values

- Respect
- Accountability
- Integrity
- Service
- Excellence

- Equity
- Diversity
- Inclusion

- Faculty
- Staff
- Students

- Laws
- University Policies

- Fairness
- Equal Opportunity
- Non-discrimination
- Non-harassment

Law and University policy prohibit ...

DISCRIMINATION & HARASSMENT

based on **protected categories**

race • ethnicity • color

national origin • citizenship

religion

age

gender (sex • sexual orientation • gender
expression • gender identity) • pregnancy
(Title IX Office)

marital / domestic partnership status

disability (physical • mental)

medical condition • genetic predisposition

veteran status

Law and University policy prohibit ...

DISCRIMINATION & HARASSMENT	RETALIATION
based on protected categories	for
race • ethnicity • color	<ul style="list-style-type: none">• complaining about discrimination / harassment• supporting a complaint• cooperating with an investigation
national origin • citizenship	
religion	
age	
gender (sex • sexual orientation • gender expression • gender identity) • pregnancy (Title IX Office)	
marital / domestic partnership status	
disability (physical • mental)	
medical condition • genetic predisposition	
veteran status	

Equal Opportunity Laws

prohibit discrimination in higher education

Accountability
Integrity
Equity

Federal Laws (United States)

- **Title VI of the Civil Rights Act**
prohibits discrimination based on race, color, & national origin
- **Title IX**
prohibits gender discrimination & sexual harassment

State Laws (California)

- **California Education Code**
prohibits all kinds of discrimination in higher education

University Policies

govern UCLA

Respect
Accountability
Integrity
Excellence
Equity

POLICY

Faculty Code of
Conduct

Student Policies

PROHIBITS discrimination & harassment

by **faculty**

by **students &
student organizations**

Discrimination

Respect
Integrity
Excellence
Equity
Inclusion

treating
someone
differently

(worse)

because of

race, ancestry,
religion,
gender, etc.

Examples: grading, assignments, opportunities ...

Harassment

Respect
Integrity
Excellence
Diversity
Inclusion

unwelcome
conduct

(verbal /
non-verbal)

based on /
because of

race, national
origin, religion,
disability, etc.

- interferes with education
- creates hostile or offensive environment

Examples: racial jokes / slurs, derogatory remarks, touching



intent

VS.



IMPACT

intent doesn't settle it . . .

What if I have a complaint?

Report it:

**CIVIL RIGHTS
OFFICE**

www.EQUITY.ucla.edu →

Report an Incident

It's easy!

We can:

- Resolve the problem informally
- Conduct an investigation
- Arrange interim measures to prevent harm
- Refer you to an office that can help