# Welcome to the Office of Equity, Diversity & Inclusion

www.**EQUITY**.ucla.edu →

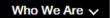
Report an Incident

**UCLA** New Student Orientation





EDI @ UCLA



**EDI Events** 

**EDI Trainings** 

**EDI Voices** 

EDI Toolkits V

Report an Incident



## 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

 Genderrelated complaints

No wrong door ...

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#### **True Bruin Values**

- Respect
- Accountability
- Integrity
- Service
- Excellence

- Faculty
- Staff
- Students

- Equity
- Diversity
- Inclusion
- 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> <li>complaining about discrimination / harassment</li> </ul>
national origin • citizenship	
religion	
age	<ul><li>supporting a</li></ul>
gender (sex • sexual orientation • gender expression • gender identity) • pregnancy	complaint
(Title IX Office)	<ul> <li>cooperating with an</li> </ul>
marital / domestic partnership status	investigation
disability (physical • mental)	
medical condition • genetic predisposition	
veteran status	

## **Equal Opportunity Laws**

prohibit discrimination in higher education

Accountability
Integrity
Equity

Federal Laws (United States)

**State Laws** (California)

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

California
 Education Code
 prohibits all kinds
 of discrimination in
 higher education

# University Policies govern UCLA

Respect
Accountability
Integrity
Excellence
Equity

**POLICY** 

PROHIBITS discrimination & harassment

Faculty Code of Conduct

by faculty

**Student Policies** 

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.

intent doesn't settle it . . .



#### What if I have a complaint?

#### Report it:

# CIVIL RIGHTS OFFICE

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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