

APPENDIX H
UCSC POLICY ON SEXUAL ORIENTATION
HARASSMENT/DISCRIMINATION

I. POLICY

Students, faculty, administrators, and staff who are or who are perceived to be gay, lesbian, transsexual, or bisexual are to be free from harassment or legally impermissible, arbitrary, or unreasonable discrimination related to their sexual orientation or gender identity. The strength of the campus community lies in its open dialogue between persons and groups of differing views. No one is asked personally to embrace a particular identity; what is asked is a thoughtful and reasoned approach to differences.

Therefore, the practice or display of legally impermissible, arbitrary, or unreasonable discriminatory practices against any person or group based on sexual orientation as prohibited by the Regents of the University of California will not be tolerated on the UCSC campus. In addition, harassment, as defined in Section 102.11, is a violation of university policy and campus regulations.

II. RESOURCES

- A. Anyone with questions, or who observes, or who experiences discrimination or harassment associated with a person's sexual orientation or gender identity is encouraged to take the matter to the appropriate contact person(s):
1. The ombudsman is a resource for students, staff, and faculty for confidential advice and problem resolution. If you have experienced harassment and/or discrimination based on your sexual orientation, you may contact the Ombudsman's Office for confidential advice, problem solving, or referral. The Ombudsman Office is located at 419 Physical Science Building, 459-2073.
 2. Members of the *Gay, Lesbian, Bisexual Transgender Community Concerns Committee* or the Gay, Lesbian, Bisexual Network Resource Center are available to assist you in selecting and utilizing grievance processes or other avenues for working with harassment and/or discrimination problems associated with sexual orientation. This committee is composed of faculty, students, and staff. Contact the director, GLBTI Resource Center, located between Crown College and the Crown-Merrill Apartments, 459-2468.
 3. The director, Student Judicial Affairs can provide you with advice regarding formal grievance procedures (*See Section 110.00*) and can assist you in addressing questions regarding incidents of discrimination or harassment based on sexual orientation. Student Judicial Affairs is located at 125 Hahn, 459-1738.
 4. The Equal Employment Opportunity/Affirmative Action Office (EEO/AA) can provide consultation and complaint resolution for student employees who are feeling discriminated or harassed on the job due to their sexual orientation or gender identity.

Some of the options or resources the above may recommend and/or you might wish to contact directly include: mediation, student grievance procedures, staff personnel procedures, college staff, the Counseling Center, the Gay, Lesbian, Bisexual, Transgender Intersex Resource

Center, the senate Privilege and Tenure Committee, the Employee Assistance Program, the Rape Prevention Program, and the Labor Relations Office.