

CAMPUS CLIMATE REPORT

University of California
San Diego

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CHANCELLOR'S ADVISORY COMMITTEE ON LESBIAN, GAY, AND BISEXUAL ISSUES (CACLGBI)

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The CACLGBI wishes to acknowledge two previous reports:

Campus Climate Report for Lesbian, Gay, and Bisexual Persons at the University of California, San Diego, Spring 1992, principal author Michael Lambert.

Chancellor's Ad Hoc Committee on Gay, Lesbian, and Bisexual Issues, a Preliminary Report, University of California, Davis, June 1991.

TABLE OF CONTENTS

[Introduction](#)

[I. University nondiscrimination policy](#)

[II. Harassment](#)

[III. Domestic partner benefits](#)

[IV. Psychological and counseling services \(P&CS\)](#)

[V. Education and assistance support](#)

[VI. Ethnic lesbian, gay, and bisexual issues](#)

[VII. Special issues at the UCSD Medical Center \(UCSDMC\)](#)

[VIII. HIV/AIDS resources/activities on campus](#)

[IX. UCSD Libraries](#)

[X. Curriculum](#)

[XI. University's interaction with outside agencies](#)

[XII. Summary of recommendations by chapter heading](#)

[XIII. Appendices](#)

INTRODUCTION

The environment in which lesbians, gays, and bisexuals (LGBs), study, work, teach, and conduct research at the University of California, San Diego in 1995 is a complex one. Ever pervasive is an ugly prejudicial environment shaped by the larger societal context of church, state, and community. LGB's fear being honest and "out" about their sexual orientation, given the range of actions that can be taken against them, actions that can drastically affect future employment, future studies, and scholarly work.

Many undergraduates, while at college, begin to come to grips with their sexual orientation. They require caring and sensitive mental and physical health delivery systems and nurturing support environments. Openly out undergraduates must address the wrath of fellow students who have been taught to hate in unenlightened high school environments. Many graduate students, fearful of alienating academic departments and powerful faculty dissertation committees, live in the closet.

Only a handful of tenured faculty are open about their lesbian, gay, or bisexual identity. Many more are closeted and extraordinarily careful about exposing any facet of their sexual identity to the academic or administrative power structures. For example, several faculty were unwilling to serve on the Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues (CACLGBI), simply because they feared that such association would jeopardize their future in some way or another.

Employees are usually closeted during their probationary period for fear of losing their jobs due to prejudice. Once an employee has made a practice of being closeted to coworkers, it is harder to be "out" -- to be oneself at work. This puts a chill on work relations which is pervasive, and the cost of which is hard to calculate. As staff move up

the career ladder, they have more to lose and often become more closeted. This creates the impression that there are no LGBs in the staff above a certain classification. Staff employees in the Administrative and Professional Staff Program (A&PS) and the Management and Professional Program (MAP) who are closeted say they don't want to lose the power of assumed heterosexuality and the concomitant membership in the "old boy network" in what remains largely a heterosexual white male-dominated hierarchy at this university. More junior LGB staff have had, until recently, no role models and believe that there is a "glass ceiling."

It is difficult to separate perception from reality and determine the degree to which LGBs are excluded from the UCSD community and the degree to which fear makes them self-excluding. Fear of discrimination leads many who can pass as straight to take that route; thus, acceptance by the wider community goes largely untested. It is also difficult to quantify how much discrimination and prejudice occurs at UCSD; accurate and valid statistics are difficult to gather when dealing with hate crimes and harassment.

Many LGB members of the UCSD community were heartened by the recent executive appointment of an openly gay person. Further, the appointment of the CAACGLBI signals a willingness on the part of the administration to consider the concerns of lesbians, gays, and bisexuals. However, UC intransigence on the issue of domestic partner benefits illustrates how far LGBs still need to travel.

The following report describes the campus environment for LGB students, faculty, and staff in 1995. The hope is that progress will continue to be made, both at UCSD and within the University of California, so that future reports will be able to celebrate increased successes and have fewer and fewer examples of discrimination to note and act upon.

I. UNIVERSITY NONDISCRIMINATION POLICY

UNIVERSITY POLICY

An area of concern is the University's nondiscrimination policy statement, which prohibits "discrimination" based on sexual orientation but does not prohibit "harassment." The statement reads as follows:

"The University of California, in accordance with applicable Federal and State law and University policy, prohibits discrimination against or harassment of any person employed by or seeking employment with the University on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer-related), ancestry, marital status, or age. The University of California also prohibits discrimination on the basis of sexual orientation, status as a Vietnam-era veteran or special disabled veteran or, within the limits imposed by law or University policy, on the basis of citizenship."

This University's policy on nondiscrimination applies to admissions, access, and treatment in university programs and activities, as well as application for or treatment in university employment.

UNIVERSITY POLICY AND POLICIES OF OTHER INSTITUTIONS

While the University's nondiscrimination policy is commendable, the University of California was not the first institution to adopt such a policy nor are the University's policies covering nondiscrimination and benefits to domestic partners as far-reaching as policies developed by other institutions and companies. Included in the Appendix is a list of over 500 corporations, organizations, unions, agencies, regions, government/public bodies, and educational institutions with nondiscriminatory policies. It should be noted that there are nearly 200 cities and counties whose nondiscrimination policies have been expanded to address issues of domestic partnerships including benefits. The issue of benefits for domestic partners is more fully discussed in Chapter III.

RECOMMENDATIONS

The University's nondiscrimination statement should be amended to prohibit both discrimination and harassment based on sexual orientation.

II. HARASSMENT

The CACLGBI acknowledges two distinct forms of harassment:

- a) "Quid-pro-quo" sexual harassment actions, and
- b) "Hostile environment" harassment actions which include unwelcome conduct based on sexual orientation.

The difference between these two forms is an area of concern for the CACLGBI since the distinction is not always made when reporting incidences of harassment. "Harassment" statistical data and its meaning may, therefore, be misleading. The CACLGBI is very concerned that the accurate number of cases of "hostile environment" harassment actions based on sexual orientation be identified. The campus Office of Sexual Harassment Prevention and Policy acknowledges the importance of the distinction and is willing to incorporate appropriate changes in annual reports.

Both forms of harassment described above are prohibited under State Civil Code covering sexual discrimination. State Civil Codes include reporting requirements which may not necessarily make or require the distinction between the two forms of harassment. Incidences of harassment of LGBs are often recorded within the UC system by administrators who also have responsibilities for implementing Title IX of the Education Amendments of 1972 and Title VII of the Civil Rights Act of 1964 which prohibit discrimination based on sex within education programs or activities receiving Federal

funds. Hate crimes involving criminal action, e.g., assault, are under the jurisdiction of the campus Police Department.

"HOSTILE ENVIRONMENT" HARASSMENT BASED ON SEXUAL ORIENTATION

While one will find that most college and university campuses tend to be safer environments for LGBs, compared to what is often referred to as "the real world" off campus, LGBs regularly endure the fear of potential and real harassment and sometimes violence. The UCSD environment is no exception to this phenomenon.

Those forms of harassment termed hate crimes, in which verbal taunting or threats or violence are perpetrated upon LGBs is in fact widespread throughout American society. In most large cities it has become the fastest growing category of hate crimes. It is not the CACLGBI's intention here to try and determine all the factors that lead to this violence and why it is growing, but an examination of a few possibilities can help enlighten the policymakers at UCSD so as to avoid as many hate crimes as possible.

It is extremely difficult to measure the actual level of harassment towards LGBs either on or off campus. Traditionally, many LGBs have avoided reporting anti-gay harassment to police departments. First, many victims have experienced direct harassment by police officers elsewhere because of some officers' own homophobia. Secondly, many police departments have not considered violence towards this minority group a serious problem. While there have been major strides in most police departments to improve the responsiveness and accountability of police officers, nevertheless the hesitancy on the part of many LGB persons to report crimes still persists.

The other major contributing factor making it difficult to gauge the full level of harassment is that reporting such a hate crime will require the victim to proclaim her or his homosexuality or bisexuality. The vast majority of LGB persons are not open or "out of the closet" and disclosing the information to an authority figure or organization can be too difficult for many people. The victim may not feel comfortable about his or her own sexual orientation or there may be a real danger in the possibility of losing one's job, family, and/or friends by disclosing this information.

Ideally this very important part of this campus climate report should include a confidential campus wide survey of all UCSD community members to attempt to find out the extent of harassment towards LGBs and the potential for harassment. It would require funding and strong support from the Chancellor to accomplish this, and it is something that the CACLGBI feels should be done in the future. The reality is that as more LGB people come out of the closet and demand equal rights and equal protection under the law, more will be willing to show affection in public and be honest about who they are. As this occurs, more violent confrontations can be expected to occur against this minority group. In addition, if one accepts that society at large is becoming less tolerant of diversity in general, and that verbal proclamations against all minority groups is growing,

it can be expected that LGBs will be scapegoated along with other minorities. Inevitably, this verbal taunting leads to further violence.

What follows is a brief overview of some of the cases of harassment that we are aware of that have occurred at UCSD. Again, the reader is reminded that these represent only those cases in which a victim was willing to reveal an incident to a CACLGBI member.

1. Approximately ten years ago, two women were walking together followed by two friends behind them. As they walked on the walkway between Peterson Hall and the old Student Center, one woman said something funny and the other one laughed and threw her arm around the first woman. A couple of moments later, the women looked up and noticed a large, young man on a skateboard three feet in front of them, his arm stretched out towards one woman. Through clenched teeth he hissed, "Lovers!" At this point, the man sailed past the women. Right after this, there was a smaller man jogging behind the first one with arms raised to chest level, elbows out, fists clenched, who ran directly into one of the women, knocking her to the ground. While still on the ground, the woman spun around and saw the two men about 20 feet away laughing.
2. In a different type of case, one which would partially fall under the category of sexual harassment, another woman who described herself as being young, naive, and unexperienced was told years ago that if she did not do what a co-worker had wanted her to do, the first individual would reveal the other employee's sexual orientation, causing her (in the perpetrator's words) to lose her job and make it impossible for her to get a similar job elsewhere. Because of this blackmail, and the victim's lack of any support system for dealing with the threats, she suffered a great deal of mental anguish and psychological damage.
3. In 1991, twelve obscene phone calls were recorded at the LGBA (student group) office and reported to the UCSD Police Department. Group members also reported obscene calls at their homes. Also in 1991, there were two reported vandalism cases and a bizarre incident when someone vomited on the door of the LGBA office. Included in the harassing phone calls was a bomb threat towards a semi-formal dance sponsored by the LGBA. Also in 1991, two women walking together were verbally and physically assaulted on campus by some unidentified men. The same year, a graduate student hired as a T.A. was spat upon by a student after giving a lecture on LGB-related issues. In 1992, an LGBA member staffing one of the LGBA's dances was attacked with a paint pellet fired from a passing car.
4. In 1993 a staff employee who was just being dropped off at work had kissed his boyfriend goodbye. Some men who were subcontractors at a UCSD construction site began yelling derogatory anti-gay remarks at the employee, including "Faggot!" The incident almost escalated into a fight, but when the employee asked the group of men for their names and their supervisor's name, they walked away. By the time the perpetrators could be identified, the subcontracting company had vacated the site. Further oral and written communication with the subcontractor proved time-consuming and frustrating. The last letter received from the supervisor of the subcontractor was not at all gay-friendly or sensitive.

5. In 1993 a mural on a campus building that featured openly gay San Francisco Supervisor Harvey Milk, who had been assassinated, was defaced by vandals.
6. Last year, a poster advertising a San Diego LGB Pride Parade that was displayed on a staff bulletin board in the University Library was defaced with the words, "YES, GO TO THE PARADE! KILL ALL DYKES AND FAGS AT ONCE! HA-HA!" Immediate and forceful action was taken by Library Administration to respond to this. An e-mail was sent out to all staff and student supervisors informing them that discrimination or harassment would not be tolerated within the Library and that the Library places a great value on diversity, as well as the message reemphasizing the University's non-discrimination statement.
7. Currently there is a staff person on campus who, upon finding out that her co-worker is a lesbian, has completely shunned the co-worker. In what was formerly a good productive working relationship, the homophobic individual stopped speaking to the woman who happens to be a lesbian. She began exiting rooms whenever the lesbian entered the room, would greet everyone in a room except her, stopped talking whenever the lesbian entered a room, and would not look at her. In spite of the lesbian's attempts to work and communicate with this woman, the woman's behavior created a tense and hostile working environment for several months.

The lesbian's boss was sympathetic to her plight and stressed repeatedly that the Director fully supporter her and viewed any violation of the University's nondiscrimination policy as unacceptable behavior. The boss asked her to report any overt instance of verbal or physical harassment immediately and to tell her if the situation otherwise became intolerable. The Director followed this up with a letter to all staff reiterating the department's unwavering support of nondiscrimination policies.

After this "shunning" treatment for months, the lesbian again raised the issue with her boss. The boss called for a simultaneous meeting of parties involved. It eventually worked out satisfactorily, but there is a valuable lesson to be learned -- that is, if supervisors back up their personal support for policies by IMMEDIATELY taking a leadership role in requiring, even in a gentle fashion, homophobic employees to face and cope with their fears, an extremely uncomfortable work environment can be avoided for all concerned.

8. The Guardian reported an incident in which aggressors shouted, "Die Faggot" and attempted to run an individual over with their car.
9. Anyone who has regularly placed flyers up on campus advertising LGB-related events has experienced a much higher percentage of these types of flyers being removed by homophobic individuals than other types of flyers. While this act is not violent, the CACLGBI does find it highly objectionable. The CACLGBI urges University officials to discuss the seriousness of limiting freedom of expression via the destruction of flyers and posters, and also urge University officials to then actively pursue sanctions against violators of this policy.

10. This year as in past years, the LGBA has continued to endure lewd and threatening phone calls left on their answering machine. In addition, earlier this year, an LGBA member who has been active in educating the campus on LGB issues avoided a gay-bashing attempt. The aggressors shouted the phrase, "Die faggot" and tried to run him over with their car.
11. Several CACLGBI members recently met with the UCSD Police Chief to communicate the members' concerns and to establish an open dialogue between both communities. The group found the Police Chief to be receptive and educated on many of the issues surrounding the LGB communities, and she welcomed some of the CACLGBI members to conduct some sensitivity training before the Police Force at a future date.

Furthermore, she said that if the CACLGBI ever had any reports of discrimination against LGB persons by any of her officers, that these concerns should be communicated directly to her. The CACLGBI wants to urge LGB persons to feel comfortable in reporting any incidents of harassment against them to the UCSD Police Department. The Chief strongly encouraged the CACLGBI members to let others know that individuals should feel comfortable making reports to the Police Department. This is crucial and that if victims feel they do not have this outlet, victims may suffer even further psychological and potentially physical trauma at the hands of the aggressor. The CACLGBI also hopes that LGB police officers can be confident in knowing that they will be treated justly and with respect by their fellow officers.

During the Summer, 1995, four members of the CACLGBI conducted a workshop with the Police Department to try to explore each group's concerns and to better relate to each other on the issues with which both have to contend. CACLGBI found the police officers overall to be very receptive to CACLGBI concerns.

The workshop included short biographies by the presenters, a section exploring the myths and stereotypes surrounding LGBs, a brief history of why LGBs are reluctant to report crimes to police, an overview of incidents involving LGBs at UCSD, and examples from Davis, California, where the City employs a LGB liaison to the Police Department. The session was then opened up to questions. The Police encouraged LGBs to join in the Ride-Along Program where they can observe the work of an officer on duty. In addition, officers spoke of particular incidents they have encountered and sought CACLGBI members' advice on whether there might be a more effective means of dealing with a particular situation. The officers stressed that they want LGBs to not be afraid to report any crimes and said they would be willing to meet with CACLGBI in the future to further support open lines of communication.

Many CACLGBI members are aware that often times anti-gay violence is more likely to be found amongst groups of people as "group think" takes hold and individuals do not feel personally accountable for their actions. Anti-gay violence of this sort has commonly emanated from fraternities at many campuses across the country. Administration and Student Affairs officials need to be cognizant of this. At the same time, many CACLGBI members are aware that sometimes individuals who are the most anti-gay in their actions

or rhetoric are themselves dealing with their own internalized homosexuality and consequently their own homophobia and self-hatred which causes them to lash out at openly gay individuals. By ensuring that LGB-supportive mental health personnel and facilities exist throughout campus, and that Campus Administration continually includes LGB issues as a part of diversity training and recognizes LGBs as valuable contributing members of the campus community, we can all work towards a more tolerant environment whereby homophobic individuals will be more likely to work on overcoming their prejudices rather than acting upon them.

RECOMMENDATIONS

Funding should be provided to conduct a campus-wide survey on harassment and violence towards LGB students, staff, and faculty. Such a survey could be designed with assistance of the UCSD community.

Campus Administration and Student Affairs personnel should be cognizant of the potential for violence and harassment towards LGB persons on campus and pursue all violations to the fullest extent of the law and campus regulations.

Campus police should maintain hate crime statistics with capabilities of readily identifying those cases based on sexual orientation.

Campus police, and any other appropriate campus units, should advertise self-defense classes they offer to the LGB community.

LGB organizations and individuals need to actively encourage survivors of violence or harassment to report the abuse to the proper authorities, including the Police Department.

III. DOMESTIC PARTNER BENEFITS

The CAACGLBI believes that benefits for partners and families of staff, students, and faculty at UCSD should be equal with those offered to legal spouses in keeping the University's policy of nondiscrimination based on sexual orientation and marital status. The benefits offered to UC members and their families are numerous, and such benefits are often cited as major considerations for recruitment and retention of staff, students, and faculty. The provision of major and minor benefits varies widely across the UC system.

CAACGLBI applauds the policy at the Davis campus which extends certain benefits to domestic partners in the same manner and to the same extent permitted to the married spouse of a campus employee. CAACGLBI also applauds the recent development at the Berkeley campus in which Chancellor Chang-Lin Tien issued a policy extending benefits to domestic partners. Covered under such policies are those benefits which are under the purview of individual campus discretion, e.g., recreation services, Library privileges,

student employment, and discounts offered by outside agencies to employees. Extension of certain other benefits to domestic partners, such as retirement and health, must be approved at the systemwide level.

The following provides a cursory look at the benefits offered to staff, faculty, and students at UCSD. It is by no means meant to be inclusive and may not have reviewed all benefits offered or denied. The lack of benefits for health coverage, retirement benefits, and housing are systemwide and glaring examples of discrimination against LGB employees and their partners. However, it should also be noted that at UCSD, most campus departments contacted did not offer services different for domestic partners than that of legal spouses and often specifically stated that domestic partners were included and welcome. The degree to which these departmental policies are well known, however, is of concern, as is the lack of knowledge on the part of departmental personnel contacted. While constructing this report, it usually took a supervisor or senior personnel to confirm the existence of domestic partner privilege. This leaves one to wonder how consistently consumers of these benefits are treated, and experiences reported to the CACLGBI have been varied. There are specific reports to CACLGBI that indicate usage of parking and recreation services have been inconsistent. The existence of written policy from departments was also quite variable and often nonexistent.

HEALTH AND RETIREMENT BENEFITS

One of the most significant benefits not offered to domestic partners of UC employees is that of health and retirement. Health and retirement benefits are currently denied to domestic partners and to their children for all faculty and staff in the entire UC system. Benefits are currently limited to legal spouses and families. Some UC campuses have negotiated for student access to benefits on their own since student health benefit contracts are negotiated separately from staff and faculty. At UC Davis, Residents and Interns have also acquired domestic partner benefits. Most of the domestic partnership benefits allowed are on a fee for contract basis although UCSD does not currently have any domestic partnership health benefits for students, Residents, or Interns.

The issue of all domestic partner benefits, but probably most specifically the health and retirement benefits, has been advocated for years by the systemwide organization, University of California Lesbian, Gay, and Bisexual Association (UCLGBA). The organization has had limited success, although ongoing discussion continues with the Office of the President regarding this issue. It is believed these benefits cannot be provided without the approval of the Board of Regents. UCLGBA continues to recommend the adoption of these benefits and the CACLGBI offers full support for the adoption of domestic partner benefits and hopes for further action at the systemwide level. Provision of these benefits has been supported by most campus organizations, staff associations, and very specifically by the Academic Council which forwarded its recommendations to procure domestic partner benefits to the Office of the President more than a year ago.

Examples of failed recruitment, discrimination, and suffering by staff, faculty, and students who are denied these important benefits both at UCSD and across the UC system are evident. Most of the universities and colleges with whom the University of California considers itself competitive for hiring and admissions already offer health and retirement benefits to domestic partners and families of its constituents. In addition, many cities and organizations in the state of California and nation offer such benefits. Cost analyses on extending benefits to domestic partners indicate the additional expense is small.

FAMILY ILLNESS

According to the current policy under SPP 410.8 (and A&PS 153.8), an employee shall be permitted to use not more than thirty days of accrued sick leave in any calendar year when required to be in attendance or to provide care because of the illness of the employee's

"spouse, parents, child, sibling, grandparent, or grandchild. In-laws and step-relatives in relationships listed also are covered. This provision also covers other related persons residing in the employees household."

While domestic partners are not specifically included in this policy, there are many inconsistencies in the interpretation of this policy among the different departments at UCSD. It has been common practice to let the employee's home department make the discretionary decision whether to grant sick leave to provide care for a domestic partner. But for those employees denied this benefit, the result has been severe stress and hardship, and in some cases termination of employment. (A committee member once relayed during a meeting that an acquaintance at the Medical Center had to terminate his employment because he had exhausted his sick and vacation time in order to care for his partner who was suffering with AIDS.)

CATASTROPHIC LEAVE POLICY

The Catastrophic Leave Donation Program became available on a pilot basis effective January 1, 1995. According to the policy, catastrophic illness or injury is defined as an illness or injury which incapacitates the employee or family member. Eligible recipients may also participate in the program to care for family members as defined on SPP 410.8 and A&PS 153.8.

The catastrophic leave policy states:

"UCSD employees may donate vacation leave credits to another UCSD employee who experiences a catastrophic illness or injury, or who must care for a family member who experiences a catastrophic illness or injury."

As in the policy covering family illness, the definition of "family" is critical and impacts LGBs. While the campuses of Berkeley, Santa Cruz, and Davis interpret the word "family" to include domestic partners, the San Diego campus does not. In response to a

query from the CACLGBI, Rogers Davis, the Assistant Vice Chancellor for Human resources, replied that the definition of "family" as stated in the policy is defined only to include legal relatives including spouse, parent, child, sibling, grandparents, in-laws, and step-relatives. He also indicated the University follows state legislative actions on such matters.

At a meeting of the UCLGBA with President Peltason in August 1995, this policy was brought up by the President as an example of a "discretionary" policy that does not have to be determined by the State Legislature or the Board of Regents (in comparison to health benefits) and should be made available at the local level. This information has been made available to Assistant Vice Chancellor Rogers Davis and to Chancellor Atkinson, but no action has been taken.

BEREAVEMENT

According to the current policy under SPP 410.9 (and A&PS 153.9), an employee shall be permitted to use not more than 5 days of accrued sick leave when that employee's absence is required due to death of the employee's

"spouse, parent, child, sibling, grandparent, or grandchild. In-laws and step-relatives in the relationships listed also are covered. This provision also covers other related persons residing in the employee's household."

While domestic partners are not specifically included in this policy, there are many inconsistencies in the interpretation of this policy among the different departments at UCSD. It has been common practice to let the employee's home department make the discretionary decision whether to grant sick leave if the employee's absence is required due to death of the employee's domestic partner.

PSYCHOLOGICAL AND COUNSELING SERVICES

UCSD Psychological and Counseling Services offers equitable services for legal spouses and domestic partners. Couples and family counseling is available to students regardless of marital status. For more information regarding psychological and counseling services, see Chapter IV.

HOUSING

At UCSD and all other UC campuses at this time, family housing and married student housing are denied to domestic partners. While legally married spouses and families enjoy this benefit, incoming graduate students and faculty with non-traditional families are turned away from campus housing. UCSD does allow domestic partners to apply for University-offered off-campus housing at La Jolla Del Sol.

This issue of housing is under review currently by the Office of the President. Previously this was thought to be a systemwide issue requiring the approval of the Board of Regents.

However, it is now understood to be an issue that can be decided by the President or at each campus. The CACLGBI looks forward to the inclusion of housing as one of the benefits offered equitably to domestic partners at UCSD.

RECREATIONAL FACILITIES

UCSD's recreation department has recently adopted a policy that is inclusive of domestic partners. The benefits are also delineated in writing and it is encouraging to see such benefits added.

The Aquatic Center, which is affiliated with UCSD and other San Diego colleges, accepts domestic partners and families in their "immediate family" requirement for eligibility, although this is not specifically stated on application forms. All personnel contacted confirmed this policy.

LIBRARY PRIVILEGES

UCSD has a formal written policy providing lending privileges to domestic partners that is equivalent to the privilege for legal spouses. See Chapter IX, "UCSD Libraries."

PARKING PRIVILEGES

The parking office offers supplemental parking permits to the primary holder of a permit for use of a second car. The additional vehicle must be registered to the basic permit holder. Only one car is allowed to be parked on campus at one time except if one chooses to pay for a metered space for the additional vehicle.

While Transportation and Parking Services claim there is no difference between benefits for legal spouses and domestic partners, some LGB applicants for permits have been told the supplemental permit is available only to legally married spouses, to people with the same last name, or to family members only. The issue of "legal relationship" is irrelevant and should not be considered as a factor in granting supplementary permits.

ALUMNI ASSOCIATION

At some UC campuses there are alumni camps and other benefits available to alumni families. Currently at UCSD there are no benefits for legal spouses, domestic partners or families of Alumni. The campuses of Berkeley and Los Angeles have LGB alumni associations.

CHILD CARE

UCSD's day care center is available for the children of employees and their partners who need not be legal spouses. The employee does not need to have legal custody but must have physical custody of the child. This policy is equitable for the partners of all UCSD staff and faculty according to day care personnel. No written policy exists.

HOSPITAL VISITATION AND PATIENT RIGHTS

Please see Chapter VII, "Special Issues at the UCSD Medical Center."

RECOMMENDATIONS

Health and retirement benefits should be extended to domestic partners of UC employees and to their children.

A campus-wide domestic partner benefits policy, allowing all campus units to provide equivalent benefits to legal spouses, family members (with family not being legally defined), and domestic partners, is recommended. This would necessarily exclude those areas, such as health benefits, which are under control by The Regents or Office of the President at this time. A written document to this effect would eliminate departmental and staff variations, and reiterate the University's support of the nondiscrimination policy based on sexual orientation.

The term "family," when used in campus policies covering family illness, catastrophic leave, and/or bereavement, should be broadened to include domestic partners.

Campus family housing and married student housing should be available to domestic partners.

Transportation and Parking Services should ensure that its policy in issuing supplementary permits be administered equitably to all applicants without regard to a "legal relationship" factor.

If the UCSD Alumni Association implements a benefit available to alumni families, the benefit should be extended to domestic partners and to off-spring of domestic partners.

IV. PSYCHOLOGICAL AND COUNSELING SERVICES (P&CS)

Psychological and Counseling Services is a LGB affirmative student service. The staff includes two openly gay and lesbian psychologists (who see students of all orientations). All staff are sensitive to issues of sexual orientation and have worked with LGB students. Equitable services for legal spouses and domestic partners are offered; couples and family counseling is available to students regardless of marital status. P&CS staff are also available to consult with UCSD personnel regarding LGB issues.

In addition to professional staff, P&CS offers paraprofessional support through the Lesbian, Gay, & Bisexual Peer Counseling Program. LGB Peer Counselors conduct individual counseling, facilitate support groups for women and men, and present workshops to diverse campus audiences. Peer led groups include the Lesbian & Bisexual Women's Support Group, the Gay & Bisexual Men's Support Group, the Gay & Bisexual

Graduate Men's Support Group, and Common Ground, a group open to all students, LGB or heterosexual, interested in or having concerns related to sexual orientation. Until now, peers have been paid employees. Unfortunately, P&CS has lost programming funds for the upcoming 1995-96 academic year and can no longer offer paid positions. The value of this service cannot be overestimated; it is critical to students who are just coming out, dealing with issues related to sexual orientation, and needing a safe environment to meet and talk with others.

This lack of support could have a deleterious effect as LGB people are at risk due to societal oppression and discrimination. The Report of the Secretary of Health and Human Services' Task Force on Youth Suicide reports that 26% of young gays and lesbians are forced to leave home because of conflicts over their sexual orientation and 50% of all lesbian and gay youth report that their parents reject them due to their sexual orientation. The Secretary's report on the suicide of youth also states that suicide is the leading cause of death among gay and lesbian youth. Gay adolescents are two to three times more likely to attempt suicide than heterosexual adolescents. Furthermore, it is estimated that up to 30% of all reported youth suicides are committed by lesbian and gay youth. Lesbians and gay men are at much higher risk than the heterosexual population for alcohol abuse. Lesbians and gay men are the most frequent victims of hate crimes and are at least seven times more likely to be crime victims than heterosexual people.

RECOMMENDATIONS

Funding should be made available in support of peer counselors.

V. EDUCATION AND ASSISTANCE SUPPORT

EDUCATION CLASSES AND VIDEOS

The Staff Education and Development Office's current policy, in general, promotes a workplace free of discrimination and in which LGBs are treated with respect. Furthermore, all course and program participants are treated with the same degree of courtesy.

The Staff Education and Development Office communicates with the LGB community on an ad hoc basis as issues of diversity arise in many of its classes. For example, in Supervisory Training Laboratory, a speaker from Staff Affirmative Action instructs supervisors about their responsibilities with respect to fair hiring and supervisory practices, including issues related to sexual orientation. Courses such as "Managing Cultural Diversity" and "Values and Culture in Communication" are offered by the Staff Education and Development Office in collaboration with the Staff Affirmative Action office.

During the 1995-96 academic year, the campus will launch a major Diversity Education Program designed to develop a core team of leaders who will in turn attempt to educate others in various campus departments. The intent of the program is to increase awareness and appreciation of workplace diversity.

While the Diversity Education Program is an admirable effort, the Staff Education and Development Office does not offer classes that specifically target the campus LGB community. Problems and concerns in relation to sexual orientation are not fully and properly addressed. A possible drawback to diversity classes is that the issue of sexual orientation may not always be included as a discussion topic. Popular topics have been language barriers, racial inequalities, and glass ceilings for women and minorities. It should be noted, however, that UC President Peltason, in his letter of February 2, 1995 to the campus Chancellors, has endorsed the inclusion of LGB issues in campus diversity programs. CACLGBI will monitor the development of the campus Diversity Education Program.

At the time of this report, there is only one class offered by the Staff Education and Development Office that remotely pertains to this issue -- "AIDS in the Workplace." The 1994-95 catalog explains that the class is intended for employees who wish to learn about AIDS and explore issues pertinent to the workplace. Since there are no classes that employees can attend to learn and understand the UCSD LGB community, there is a danger of further negative stereotyping, given that this is the only context in which issues of sexual orientation are introduced.

The Video Library of the Staff Education Development Office currently has three videos relevant to LGB issues:

"Gender and Sexual Orientation Work Place Issues,"
"Homophobia in the Workplace," and
"Gay Issues in the Workplace."

The first video, "Gender and Sexual Orientation Work Place Issues," confuses concepts and examples of sexual harassment as part of sexual orientation. The video was viewed by members of CACLGBI and by a member of the Staff Education Office and was considered out of date and misleading.

The format for the latter two videos is a combination of interviews with LGB men and women as well as lecture material by the producer, Brian McNaught. These two videos address such issues as formation of employee organizations and support groups, domestic partner benefits as an emerging human resources issue, and employee productivity and loyalty. "Gay Issues in the Workplace" has been aired on the UCSD cable education channel. These two videos were purchased by CACLGBI and donated to the Office of Staff Education and Development.

The Video Library is supported by one-time funding made in 1993-94 by the Vice Chancellor-Business Affairs. The department did not receive funding in the 1994-95 fiscal year. The CACLGBI representative was told that "since we have three new or

nearly new videos in our collection related to sexual orientation specifically, and since there is probably no other area in the video library so well-represented, and since we do not currently offer a course specifically on the subject, it is not likely that we will be able to earmark funds in this area again for a while."

LGB ISSUES AS PART OF INSTITUTIONALIZED TRAINING IN AREAS OF DIVERSITY

Staff Affirmative Action Office (SAAO)

The Staff Affirmative Action Office operates under the University's nondiscrimination policy which clearly states that the University does not discriminate on the basis of sexual orientation. The nondiscrimination policy is disseminated at the New Employee Orientation, the Supervisors Laboratory, and any other presentations that deal with discrimination. At this present time, SAAO does not have a plan to separate the LGB issue from any other discrimination issue in training or individual workshops.

UCSD Staff Association

Although no one from the Staff Association replied to the CACLGBI's request for information, evidence suggests that this organization adheres to the University's nondiscrimination policy. For example, in May 1995, the Staff Association, along with the Faculty and Staff Assistance Program, presented a program as part of their "Learn-at-Lunch Series." The program was titled "Moving Beyond our Myths about Gay Men, Lesbians, and Bisexuals in our Workplace (or Understanding the Rules of Difference)." Moreover, the Staff Association's summer picnics generally include tables representing the various minority associations on campus. A table for the lesbian, gay, and bisexual Umbrella Group, which represents several staff and faculty groups organized around LGB issues, has been present for both the 1994 and 1995 picnics.

Faculty Staff Assistance Program (FSAP)

FSAP does not seem to be an area of concern. Dr. Rosa Lee Josephson at FSAP stated with no hesitation or reservation that her office assists employees who are gay or lesbian.

As mentioned above, FSAP in conjunction with the Staff Association hosted a noon-hour program titled "Moving Beyond Our Myths about Gay Men, Lesbians, and Bisexuals in the Workplace." The lecturer was Douglas Braun, MFCC, an openly gay man.

LESBIAN, GAY, AND BISEXUAL CENTER

UCSD currently does not have a LGB center. This committee believes such a center could greatly benefit the campus. A center could provide a safe space for the LGB community to meet and study as well as provide programming and resources for the entire campus. The presence of such a center reaffirms the University's commitment to diversity and can help the University community become aware of the real presence of

the LGB members who often remain invisible. Particularly for students who are questioning their sexuality or dealing with the difficult process of coming out, the presence of a visible center with trained staff could make a critical impact. It should be noted that at this time many other UC campuses have funded LGB centers including: Berkeley, Santa Cruz, Riverside, Los Angeles, and Irvine. These centers provide a wide variety of programming, meeting space, information and a wealth of resources for the LGB community members and campus organizations.

CACLGBI

In 1995, the Outreach and Education subcommittee of the CACLGBI published a brochure entitled "Resource Guide for Lesbian, Gay, and Bisexual, Students, Staff & Faculty at UCSD." The brochure has been widely distributed to the campus community including incoming students.

The Programming subcommittee of the CACLGBI plans and develops forums to discuss a variety of issues that affect LGB people. The subcommittee reviewed training videos for possible acquisition and use on campus and was instrumental in acquiring two videos for the Staff Education and Development Office.

RECOMMENDATIONS

Other videos that are instructive and beneficial should be considered for purchase. In addition, it may be appropriate for the campus to produce its own training video.

Personnel from Staff Education and Development, Staff Affirmative Action, and Human Resources Department in general are encouraged to attend the CACLGBI meetings when relevant topics are discussed.

UCSD should follow the lead of other campuses and establish a LGB center. A formal proposal and recommendation for the establishment of a LGB center at UCSD will be forthcoming from this committee and LGB organizations on campus.

Any campus training in diversity issues should adequately address the areas of homosexuality and bisexuality.

A separate committee should be established to inform the Chancellor on HIV/AIDS issues that affect the UCSD community. Such a committee might encompass and coordinate a broad number of items including HIV/AIDS prevention, education, health service delivery, and public policy/legislation.

VI. ETHNIC LESBIAN, GAY, AND BISEXUAL ISSUES

While active membership is small in the UCSD Lesbian, Gay, Bisexual Association

(UCSD-LGBA), this student organization is more diversified than what it used to be. A few years ago, the group was predominantly Caucasian but is now almost half Asian. Though more Asian students have "come out" or are more active, their educational, social, and political commitment to the LGB community remains confined within the LGB association and LGB-related campus events. While there is still a continuing need for outreach, no outreach to the numerous student minority organizations has been done or is being planned.

There are reasons for lack of outreach to other student minority groups:

1. The UCSD-LGBA is solely staffed by student volunteers contributing their time and energy. This organization lacks an adequate staffing base to accommodate this type of a project. Amount of personal workload, in conjunction with the usual organization workload, sometimes can be too much for any group of students to handle. Also, though the organization receives funding by the Associated Students (AS), not enough funds are available for the principal members to manage special projects enhancing visibility of LGB people of color at the UCSD campus. UCSD-LGBA has held fundraisers to generate revenue for office supplies and for those events that the AS does not fund.

2. LGB racial minorities have difficulty within their own cultures. Most cultures, especially Asian, have strong ethnic values and ideologies that prohibit young LGB people of color from identifying their sexual orientation in a more positive manner. Most LGB people of color, who are currently active in LGB-related activities, only become more involved because they find that the separation from strict family values allows them to identify and experience being LGB.

UCSD-LGBA tends to shy away from the idea of approaching UCSD student ethnic groups which are predominantly heterosexual. This only aggravates and furthers the alienation of LGB racial minorities. A LGB racial minority should be allowed to participate in his or her own ethnic student group without the possibility of harassment within their own culture.

LGBA is classified as an educational (as opposed to political) organization and therefore is entitled to AS funding. Its first known date of registration on campus was November 16, 1977. This organization has experienced periods of great activity and occasionally no activity. The UCSD-LGBA is an organization worth supporting because it is the sole resource center for LGB students. It is a place where everyone, whether heterosexual or LGB, can interact, communicate, and learn about each other's culture. Specifically, it is also a safe haven for those LGB students of color who have no other place to go.

Though Asian-American and Hispanic/Chicano-American LGBs, have made progress in the form of representation, the same cannot be said about the African-American LGB population. White/Caucasian LGBs still dominate most faculty and staff LGB groups.

RECOMMENDATIONS

Campus leaders of color should be made aware of issues important to LGB people of color.

Interaction between the LGB groups and the various ethnic minority groups on campus should be encouraged whenever possible.

Administrative initiative should be made to institute the inclusion of the LGBA with other student groups that fall within the Student Affirmative Action Committee.

VII. SPECIAL ISSUES AT THE UCSD MEDICAL CENTER (UCSDMC)

UCSDMC DIVERSITY TEAM'S STUDY ON WORKING CONDITIONS

In August and September 1994, the UCSD Medical Center Diversity Planning Team (now known as the Diversity Team), in conjunction with consultants from The Center for Organization Effectiveness of the City of San Diego, and under the direction of the Director of Hospitals and Clinics and the Director's Council, conducted 50 focus groups to obtain information about how the many and various diverse elements of the UCSDMC workforce experience working conditions at the hospital.

More than 400 employees participated in the 2-1/2-hour focus groups. All participants were asked to respond to the same questions. Wherever possible, the focus group sessions were structured so as to bring together groups of employees which were homogeneous with respect to sex, job classification, and ethnicity. Additional open, self-selecting sessions were designed specifically for persons with a disability, gays, lesbians, older workers, and working parents.

Generally speaking, participants believed UCSDMC is a good place to work for gays and lesbians, although it was acknowledged that there are certain departments and areas of employment which are more comfortable for gays than other areas. Some participants said gay and lesbian staff are held in extremely high regard, are well respected, and make significant contributions to the life and health of UCSDMC clinical enterprise. Other participants, however, said there are work areas in which there is very little comfort and respect for gay and lesbian staff, and that jokes at the expense of gays and lesbians are being told and tolerated.

The focus groups intended for gay men and for lesbians were under-attended, with only about five people in each group. While the gay men expressed strong feelings about being happy and satisfied with the environment in which they worked, the lesbians expressed fear that it was not safe to be open in their workplace. Deep concerns were expressed about even participating in a focus group identified for lesbians.

Interestingly, there were as many admittedly gay men participating in the white male administrative/clerical support focus group as in the gay men's focus group. Men in the

white male administrative/clerical support group expressed strong feelings that respect is not given to all people equally, and they were sad and upset that gay male employees work in an environment in which they cannot be open and honest about themselves, and thereby limiting the extent to which they may contribute all of their talents toward the organization.

LGB NETWORK

In addition to this survey, there are other things which provide insight into the climate for LGBs at UCSDMC. For instance, the UCSD Medical Center LGB Network sponsored a bake sale at the recent "Nurses Recognition Week Street Fair" at UCSDMC, May 3, 1995. The bake sale was well received with no visible hostility. When the UCSD Medical Center LGB Network started advertising in the hospital's weekly Center-Point newsletter, however, the editor received telephone complaints from other employees. The complaints questioned the right of the UCSDMC LGB Network to advertise and questioned if the LGB Network was a legitimate group. The Network was allowed to advertise in the Center-Point.

HOSPITAL VISITATION POLICY AND PATIENT'S RIGHTS

Recently, attention has been directed to the UCSDMC's policies on hospital visitation and patient's rights and how they apply or do not apply to LGB employees and patients. Neither the UCSDMC visitation policy nor patient's rights policy define the word "family." The UCSDMC generally has been understanding and accepting of non-legally recognized "family members" despite no written policy on this matter.

In the manual of the Joint Commission on the Accreditation of Healthcare Organizations (JCAHO) covering patient rights and organizational ethics, (Standard, RL.1.2, A12345NA, Intent of RL.1.2), "family" is defined as:

The person(s) who plays a significant role in the patient's life. This includes an individual(s) who may or may not be legally related to the patient.

The JCAHO manual also states:

In order to fully assess the patient's status, cultural impact on that patient's response to illness, health promotion activities, health care teaching, and the inclusion or exclusion of family members or significant others must be understood.

Finally, there has been some concern recently regarding medical charting of a patient's "sexual preference." The charting of a patient's sexual preference is not medically necessary and has created legal problems for patients at UCSDMC when the courts or insurance companies audit/subpoena the patient's medical records. This highly sensitive issue and its ramifications warrants further study and assessment.

RECOMMENDATIONS

Effort should be made to improve the climate within the UCSDMC so that LGBs do not feel the need to be closeted.

For the sake of consistency, some of JCAHO's language should be adopted into the UCSD Medical Center's policy governing patient's rights and visitation.

VIII. HIV / AIDS RESOURCES / ACTIVITIES ON CAMPUS

HIV PEER EDUCATORS

Currently, there are seven HIV peer educators available and ten educators in training. It is anticipated there will be twelve educators available for fall quarter. All peer educators are volunteers. Educators are engaged in the following types of activities:

Outreach (planning special events, overseeing information booths).

Program presentations (interactive, discussion-oriented, psychoeducational programs presented to diverse campus audiences. Topics include HIV testing, HIV awareness/sensitivity, safe sex practices. Programs can be tailored to meet particular needs and interest of audience [e.g., Biology classes including the science of HIV]. Historically, these programs are most often presented in the classroom).

Community Service (encouraging volunteers; fund raising).

HIV/AIDS Information (packets have been developed by HIV peer educators and student advocates and are handed out at Student Health Services).

CURRICULUM

Contemporary Issues 40 - AIDS Epidemic: This course has been offered now for three years and had 125 enrolled students during spring quarter 1995.

AIDS for Non-Biologists (Bio-Lower Division 34), will be offered during fall quarter 1995 through the Salk Institute; the instructor will be Ian Trowbridge.

For courses on LGB issues, see page 30.

HIV TESTING

Anonymous HIV testing is available to students at the Student Health Service two days per week. This service is in high demand; a 2-3 week waiting list exists as of Spring 1995. Of those tested, nearly 100% return for the results.

ASAP (Student Organization) AND AIDS TASK FORCE

While both of these organizations were very active prior to 1995, they are no longer operating. Probable causes include: 1) student leaders graduated, 2) members experienced "burn-out", and 3) difficulty finding new members to devote time and energy. "Burn-out" for volunteers, staff, and health professionals is common in arenas related to HIV/AIDS issues.

RECOMMENDATIONS

Anonymous HIV testing at the Student Health Service should be promoted as much as possible.

The course, "Contemporary Issues 40 - AIDS Epidemic," should be widely publicized.

HIV literature available at the Student Health Service should continue to be reviewed and improved.

IX. UCSD LIBRARIES

At most institutions of higher learning, the university library is a focal point for the campus. The library's collections and services help serve as an indicator of the overall quality of the campus. Prospective academic employees are often influenced by the attributes of the institution's library. Students use the library as a source of information about a broad range of personal issues, as well as formal academic subjects during their formative college years. In addition, the library employs a large number of staff and helps set the overall tone of the campus as a work environment. Thus, the collections, services, and work environment of the university library both illustrate and help to shape the overall campus climate for LGB students, faculty, staff and visitors.

COLLECTIONS

At UCSD, the Library's collection strongly supports the research and teaching emphases of the individual campus departments. Faculty members' recommendations to librarians for the purchase of particular items for the collection are given a high priority. The CACLGBI members have not been made aware of any cases in which faculty members' requests for specific LGB materials were turned down. The lack of a broad curriculum in LGB or queer studies at UCSD in part explains why the holdings in this area are smaller than at some of the other UC campuses.

Still, members of the CACLGBI would like the Library to examine whether the number of subscriptions to LGB journals is below a reasonable standard. Outside of medical journals focusing on AIDS research and treatment, CACLGBI representatives were able to identify only six journals in the UCSD library collection with a lesbian or gay focus, and none dealing specifically with bisexual issues. With the sociological, legal, medical, and popular cultural implications of LGB topics an increasingly important issue in society at large, as well as on campus, subscribing to so few periodicals -- and no newspapers -- on LGB topics seems inadequate.

For comparative purposes, it is interesting to compare library holdings based on such variables as the curriculum offered and the number of students, staff, and faculty that might be interested in a particular topic or emphasis. For example, there are no newspaper subscriptions to LGB papers in the Social Sciences and Humanities Library (SSH) Library, yet many ethnic minority-focused newspapers are available. The ratio is also striking with regard to magazine and journal subscriptions, with many individual ethnic group-specific journals represented in the SSH Library collection.

In terms of monographs or books, the SSH Library houses a large collection of LGB materials. There are literally hundreds of books on the subject matter, which one might expect at a major university library such as at UCSD.

UCSD faculty, staff, and students have access to Inter-Library Loan (ILL) services to borrow LGB material not owned by the UCSD libraries. However, there are drawbacks to this form of access, including the timeliness of the information and the hesitancy of many patrons to disclose to library staff the fact that they want LGB material. In addition, ILL requests are limited for budgetary reasons to material supporting UCSD research or work-related needs; undergraduate students in particular might be unable to obtain material through ILL unless it is related to specific coursework. Again, this illustrates the linkage between library access to information and the existence (or lack) of a strong LGB or queer studies curriculum on campus.

SERVICES

The importance of library staff's sensitivity to patrons' hesitancy to request LGB-related information or materials cannot be overemphasized. While the causes of this hesitancy can be debated, it has a very real impact on patrons' ability to access information. Users may perceive any barrier or intermediary between themselves and the material as an insurmountable obstacle. Unfortunately, LGB material is often targeted for vandalism or theft, so even the best-intentioned libraries must find a balance between controlling access to sensitive material and risking damage or loss.

Reference providers and other library public service staff need to be aware of this issue and examine their own attitudes and decisions in order to avoid placing unnecessary barriers between patrons and LGB material. Reference providers in particular should be aware of the need to put patrons at ease in the reference interview. Some excellent sources exist, such as "The Information Needs of Lesbians" in *Library and Information*

Science Research 15:3, and "Helping Students Find Sensitive Materials," ERIC Document ED 359 990.

The CACLGBI has not received any reports of UCSD librarians showing insensitivity to patrons involving LGB topics. However, the decision on whether to limit access to LGB materials has at times been made without sufficient regard to the special difficulties this presents for patrons. Patrons who are unfamiliar with library locations and procedures for requesting restricted material in general may feel that they have to "jump through hoops" to obtain the material they want; when the psychological barriers involved in requesting LGB material are added to the mix, restricting access can be tantamount to denying it. Library staff who determine the locations of library material may not consider these factors important if they are ignorant of LGB issues.

As an example, five years ago two (non-gay) library staff were considering journal titles to be moved from the open serial stacks to Controlled Circulation -- which would require patrons to request the item at a service desk and leave their ID card while reading it. It was recommended to the Preservation Librarian that *The Advocate* -- a gay-oriented magazine -- which had been moved to the open stacks some years earlier, be placed back in Controlled Circulation for its own protection. Upon learning this, another (gay) staff person objected both verbally and in writing, arguing that the end result would be to deny access to the magazine because few patrons would be comfortable enough to request it from library public service staff. Anecdotal evidence was presented showing that when *The Advocate* had been kept in Controlled Circulation, there had been only one request for it over a one-year period. The dissenting staff person stated his own belief that the climate at UCSD was sufficiently homophobic that most patrons would fear publicly proclaiming their homosexuality (or being considered "guilty by association") by asking to look at this material. While leaving the issues on the open shelves might mean that at times an issue could disappear for a few days or be vandalized by homophobic patrons, he argued that this was preferable to a policy which effectively denied access to all but those few patrons who were very comfortable with their sexuality. However, these arguments were ignored; the staff person was told that the decision had been made and it was too late to change it. Two years later, after some staff changes in the library, *The Advocate* was placed back on the open shelves and is currently a popular periodical accessible to all patrons. Staff members in Current Periodicals have not detected any increase in damage or theft of this title.

Pathfinders -- 1-4 page primary guides for locating sources in particular subject areas -- help patrons conduct their own self-guided searches for information and resources in the library. These handouts are available to all patrons on a literature rack in the Reference area. In 1991, a UCSD librarian created a pathfinder describing gay and lesbian information resources in the UCSD libraries, entitled "Gay and Lesbian Studies: a Reference Guide." We find this to be an extremely useful resource because it is readily available to patrons and simple to use, allowing library users to conduct their own information searches without intermediation by library staff. Its presence also conveys to students, especially, that it is "safe" to discuss such topics with a librarian and that their area of interest is considered legitimate.

When the library constructed the East and West wing additions to the University Library building, condom machines were installed in the new public men's restrooms. Since the opening of the addition in 1992, these machines have never been stocked with condoms. After numerous patron complaints, an administrative assistant tried to locate a local vendor who could stock the machines, but to no avail. This is not specifically a LGB issue -- and in fact echoes a similar situation with tampon machines all over campus -- but the presence of the machines gives the false impression that condoms are available here, and an impression that is reinforced by statements in some campus Health Center literature distributed to students.

DOMESTIC PARTNER LIBRARY PRIVILEGES

In March 1992, the library began issuing library card privileges to domestic partners of UCSD faculty and staff under the same guidelines as previous "spouse" privileges.

THE LIBRARY AS A WORK ENVIRONMENT

It is the opinion of the CACLGBI that compared to many other organizations, and even to many other departments on campus, the UCSD library appears to be a good LGB work environment. As an example, when the UCSD Lesbian, Gay, and Bisexual Staff and Faculty Association held its first official meeting in Fall of 1991, library staff formed a significant percentage of the attendees. An announcement celebrating the organization's official recognition and publicizing future meetings ran in the library staff newsletter, Tracings. Staff members who signed the announcement received several positive comments from other staff (of all orientations) and no negative feedback.

However, there was an incident in which a LGB poster on a staff bulletin board was defaced, which is described in greater detail in the harassment section of this report. In addition, when it was discovered that a gay library employee had AIDS, there were some comments by a co-worker that he/she would not use the phone or typewriter after the ill person had used them. In another such incident, it was relayed to CACLGBI member that a library staff person would not eat anything that ___ (an unnamed staff person) prepared because she did not want to catch AIDS.

LIBRARY TRAINING GROUP

Several suggestions from library staff were made to have some in-house training/staff development programs on the general theme of greater understanding of LGB issues in the workplace. As a result, a recruitment for a Library Training Coordinator was conducted and successfully completed. The newly appointed Coordinator is now a member of CACLGBI.

RECOMMENDATIONS

The Library should examine its periodicals and newspaper collections to see if LGB material is adequately represented to meet the teaching and research that is being conducted at UCSD.

The library should contact Physical Plan Services to stock and repair the condom machines.

The Pathfinder covering LGB resources should be updated.

X. CURRICULUM

UCSD has no formal gay, lesbian, bisexual, or queer studies program, nor is there a Major or Minor in this subject. There have been discussions among students and faculty regarding such a program but no plans are currently in place. There were several LGB courses taught during the academic year 1994-95 at UCSD although it is apparent that the spectrum could be much wider. UCSD has actively recruited for academic positions in which the discipline involves lesbian and gay issues. Specifically, the Department of Literature has posted ads for tenure-track professors whose disciplines might include, among other things, "gender studies" or "gay and lesbian studies. "

This year a conference titled "Gay/Lesbian/Queer: Knowledge and Identities for the 1990s" was presented January 20-21, 1995 at UCSD. This conference included diverse panel presentations and was well attended. The keynote lecture by Eve Sedgwick drew a crowd of over 300, indicating the current interest in this area. In previous years a LGB lecture series brought in speakers on a variety of topics in the area. The series was successful and generated much interest.

The annual UCLGBA systemwide conference and General Assembly was held at UC Santa Barbara in February 1995. The conference was titled "Perverse Policies and Queer Knowledge." A variety of topics were covered including racism in the LGB community, homophobia in ethnic communities and a variety of academic presentations. Several people from UCSD attended this conference.

Courses offered at UCSD have included:

- 1) "Gay and Lesbian Politics." This Political Science course aims to provide an overview of gay and lesbian history and politics in the 20th century in the U.S.
- 2) "Sociology of Sexuality and Sexual Identities." This course has substantial LGB content and is the only one of its type in Sociology.
- 3) "Gay, Lesbian and Queer Culture." This is offered in the Department of Literature.

4) "Gay, Lesbian, and Queer Film."

5) "Lesbian Feminism."

6) "Queer Theory."

For courses on HIV/AIDS, see page 24.

RECOMMENDATIONS

While the courses above are important, additional courses covering other disciplines are needed, particularly in the areas of history and psychology..

XI. UNIVERSITY'S INTERACTION WITH OUTSIDE AGENCIES

CACLGBI wishes to acknowledge that there are some problem areas in fully implementing the letter and/or the spirit of the University's nondiscrimination policy when it interacts with outside agencies whose own discriminatory policies are in conflict with that of the University's. This chapter addresses two of those problem areas.

UNITED WAY

Mr. Chuck Marino, a San Diego police officer and a scoutmaster for the Boy Scouts of America (BSA), was relieved of his position as scoutmaster by BSA because he is gay. In keeping with the United Way charter, many United Way campaigns have dropped the Boy Scouts of America from their support roles. However, the local San Diego chapter has not and continues to provide support to the BSA.

Despite the BSA's discriminatory actions, the UCSD campus continues to support the United Way campaign, as it has for many years, by providing resources such as mail services, computing time, and e-mail access, as well as designating key personnel to organize the United Way information and collection effort. The CACLGBI views this support from UCSD as being in conflict with its own nondiscrimination policy.

ROTC AND MILITARY POLICY

CACLGBI contends that UCSD's support of ROTC programs, and thus the Department of Defense's anti-gay/lesbian "don't ask; don't tell" policy, is in conflict with University of California's policy which "prohibits discrimination on the basis of sexual orientation." With the apparent absence of a ROTC program at UCSD, one might conclude that UCSD has no involvement in ROTC. On the contrary, UCSD is directly involved in the ROTC programs in that the campus sets up accounts for each military branch and bills them quarterly for the UC registration fees of their cadets. UCSD administered 27 ROTC scholarships (7 Air Force, 8 Army, 12 Navy) to UCSD students in the 1994-95 academic

year. Cross-town agreements are in place with USD and SDSU so that participating ROTC students enroll for their academic classes at UCSD and military classes at USD or SDSU. Additionally, UCSD provides the academic transcripts of ROTC cadets each quarter to the military.

Furthermore, in anticipation of possible protests and demonstrations against its "don't ask; don't tell" policy, the Department of Defense now includes the following conditions in its grants and cooperative agreements with institutions of higher learning:

DoDGARS 23.1 MILITARY RECRUITING ON CAMPUS (Interim Rule, 60 FR 4544-45, 24 January 1995.)

As a condition of the receipt of funds available to the Department of Defense (DoD) under this award, the recipient agrees that it is not an institution that has a policy of denying, and that it is not an institution that effectively prevents, the Secretary of Defense from obtaining for military purposes: (A) entry to campuses or access to students on campuses; or (B) access to directory information pertaining to students. If the recipient is determined, using procedures established by the Secretary of Defense to implement section 558 of Public law 103-337 (1994), to be such an institution during the period of performance of this agreement, and therefore to be in breach of this clause, the Government will cease all payments of DoD funds under this agreement and all other DoD grants and cooperative agreements, and it may suspend or terminate such grants and agreements unilaterally for material failure to comply with the terms and conditions of award.

The CAACGLBI acknowledges that UC is a research oriented institution of higher education and that a considerable amount of the research undertaken by UC is funded by contracts and grants with the DoD. While the UC and the DoD interact, their policies regarding LGBs are clearly in conflict with each other. The CAACGLBI is adamantly opposed to DoD's discriminatory policy covering LGBs in the military and the condition set forth in DoD agreements as described above.

RECOMMENDATIONS

Until the Boy Scouts of America cease discriminatory practices against gay members and leaders, or until the local United Way chapter drops the BSA from its organization list, UCSD should cease providing personnel, resources, and support to the United Way campaign.

XII. SUMMARY OF RECOMMENDATIONS BY CHAPTER HEADING

CAMPUS NONDISCRIMINATION POLICY

The University's nondiscrimination statement should be amended to prohibit both discrimination and harassment based on sexual orientation.

HARASSMENT

Funding should be provided to conduct a campus-wide survey on harassment and violence towards LGB students, staff, and faculty. Such a survey could be designed with assistance of the UCSD community.

Campus Administration and Student Affairs personnel should be cognizant of the potential for violence and harassment towards LGB persons on campus and pursue all violations to the fullest extent of the law and campus regulations.

Campus Police should maintain hate crime statistics with capabilities of readily identifying those cases based on sexual orientation.

Campus police, and any other appropriate campus units, should advertise self-defense classes they offer to the LGB community.

LGB organizations and individuals need to actively encourage survivors of violence or harassment to report the abuse to the proper authorities including the Police Department.

DOMESTIC PARTNER BENEFITS

Health and retirement benefits should be extended to domestic partners of UC employees and to their children.

A campus-wide domestic partner benefits policy, allowing all campus units to provide equivalent benefits to legal spouses, family members (with family not being legally defined), and domestic partners, is recommended. This would necessarily exclude those areas, such as health benefits, which are under control by The Regents or Office of the President at this time. A written document to this effect would eliminate departmental and staff variations, and reiterate the University's support of the nondiscrimination policy based on sexual orientation.

The term "family," when used in campus policies covering family illness, catastrophic leave, and/or bereavement, should be broadened to include domestic partners.

Campus family housing and married student housing should be available to domestic partners.

Transportation and Parking Services should ensure that its policy in issuing supplementary permits be administered equitably to all applicants without regard to a "legal relationship" factor.

If the UCSD Alumni Association implements a benefit available to alumni families, the benefit should be extended to domestic partners and to off-spring of domestic partners.

PSYCHOLOGICAL AND COUNSELING SERVICES

Funding should be made available in support of peer counselors.

EDUCATION AND ASSISTANCE

Other videos that are instructive and beneficial should be considered for purchase. In addition, it may be appropriate for the campus to produce its own training video.

Personnel from Staff Education and Development, Staff Affirmative Action, and Human Resources Department in general are encouraged to attend the CACLGBI meetings when relevant topics are discussed.

UCSD should follow the lead of other campuses and establish a LGB center. A formal proposal and recommendation for the establishment of a LGB center at UCSD will be forthcoming from this committee and LGB organizations on campus.

Any campus training in diversity issues should adequately address the areas of homosexuality and bisexuality.

A separate committee should be established to inform the Chancellor on HIV/AIDS issues that affect the UCSD community. Such a committee might encompass and coordinate a broad number of items including HIV/AIDS prevention, education, health service delivery, and public policy/legislation.

ETHNIC LESBIAN, GAY, AND BISEXUAL ISSUES

Campus leaders of color should be made aware of issues important to LGB people of color.

Interaction between the LGB groups and the various ethnic minority groups on campus should be encouraged whenever possible.

Administrative initiative should be made to institute the inclusion of the LGBA with other student groups that fall within the Student Affirmative Action Committee.

SPECIAL ISSUES AT THE UCSD MEDICAL CENTER

Effort should be made to improve the climate within the UCSDMC so that LGBs do not feel the need to be closeted.

For the sake of consistency, some of JCAHO's language should be adopted into the UCSD Medical Center's policy governing patient's rights and visitation.

HIV/AIDS RESOURCES/ACTIVITIES ON CAMPUS

Anonymous HIV testing at the Student Health Service should be promoted as much as possible.

The course, "Contemporary Issues 40 - AIDS Epidemic," should be widely publicized.

HIV literature available at the Student Health Service should continue to be reviewed and improved.

UCSD LIBRARIES

The Library should examine its periodicals and newspaper collections to see if LGB material is adequately represented to meet the teaching and research that is being conducted at UCSD.

The Library should contact Physical Plant Services to stock and repair the condom machines.

The Pathfinder covering LGB resources should be updated.

CURRICULUM

While the courses listed in this chapter are important, additional courses covering other disciplines are needed, particularly in the areas of history and psychology.

UNIVERSITY INTERACTION WITH OTHER AGENCIES

Until the Boy Scouts of American cease discriminatory practices against gay members and leaders, or until the local United Way chapter drops the BSA from its organization list, UCSD should cease providing personnel, resources, and support to the United Way campaign.

XIII. Appendices

The appendices are attached to the hard copy of this report which may be found at the Social Sciences & Humanities Library.