

December 16, 2021

To: Jody Kreiman  
Chair, Executive Board

Re: **Systemwide Review: Draft Presidential Policy on Abusive Conduct/Bullying in the Workplace**

Dear Chair Kreiman,

The Committee on Academic Freedom (CAF) reviewed the Systemwide Review: Draft Presidential Policy on Abusive Conduct/Bullying in the Workplace proposal at its meeting on December 10, 2021.

Due to the range of views expressed by members, CAF unanimously approved a motion to provide feedback but not to endorse the proposal as written.

Members expressed support for the concept of the proposal. However, members differed on their views of the actual draft proposal.

Some members supported the draft policy as written. Others suggested that the policy should be applicable to everyone in all campus contexts, not only workplace (e.g. students often switch between employee and student roles).

Other members suggested that bullying involves a power dynamic, noting that the draft document seems to include bullying and hostile work environment, which could allow a possible slippage into protected/free speech issues. In other words, it is important to distinguish between disagreements/differences of opinion and bullying per se.

Some members also sought clarity on when an allegation was confidential versus anonymous, and to require a name so it is confidential.

Sincerely,

Susanne Lohmann  
Chair, Committee on Academic Freedom

Cc: Jessica Cattelino, Vice Chair/Chair Elect, UCLA Academic Senate  
April de Stefano, Executive Director, UCLA Academic Senate  
Shane White, Immediate Past Chair, UCLA Academic Senate