

**UCLA Academic Senate**  
Committee on Diversity, Equity & Inclusion

December 9, 2021

To: Jody Kreiman, Chair  
Academic Senate

Re: **Draft Presidential Policy on Bullying and the Workplace**

Dear Chair Kreiman,

At its meeting on December 6, 2021, the Committee on Diversity Equity and Inclusion (CODEI) reviewed and discussed the Presidential Policy on Bullying and the Workplace.

Committee members were generally supportive of current policy. There are multiple items which the committee would like to comment on before moving forward:

- The committee would like to be involved in the implementation and particularly with the faculty code of conduct and the degree that behaviors, such as language, are to be pre-controlled.
- The policy has created an unclear meaning of terms. CODEI encourages clarity in the text itself, and that upon edits there be a conscious distinction of where and what situations implicate the concept of bullying. The current definition is not specific enough to bullying in this situation.

Thank you for the opportunity to review and comment on this policy. If you have any questions, please do not hesitate to contact me at [reynaldo@chavez.ucla.edu](mailto:reynaldo@chavez.ucla.edu) or the Committee on Diversity, Equity, and Inclusion Analyst, Lilia Valdez at [lvaldez@senate.ucla.edu](mailto:lvaldez@senate.ucla.edu).

Sincerely,

A handwritten signature in blue ink, appearing to read "Reynaldo Macias".

**Signature Needed**

Professor Reynaldo Macias, Chair  
Committee on Diversity, Equity and Inclusion  
UCLA Academic Senate