From: Michael LaBriola <Michael.LaBriola@ucop.edu>
Sent: Monday, February 13, 2023 10:11 AM
To: Matthew Mednick <mmednick@ucsc.edu>; Monica Lin <Monica.Lin@ucop.edu>
Cc: Fredye Harms <Fredye.Harms@ucop.edu>; Miller, Joanne <Joanne.Miller@ucop.edu>; Kenneth Feer <Kenneth.Feer@ucop.edu>; Brenda Abrams <Brenda.Abrams@ucop.edu>; Stefani Leto <Stefani.Leto@ucop.edu>; de Stefano, April <adestefano@senate.ucla.edu>; cherysa.cortez@ucr.edu; emarevalo@ucdavis.edu; fpaul@ucmerced.edu; jisoo.kim@uci.edu; jocelynbanaria <jocelynbanaria@berkeley.edu>; lhullings@ucsd.edu; shasta.delp@senate.ucsb.edu; todd.giedt@ucsf.edu
Subject: Hi, happy Monday.

Hi all, happy Monday.
I finally just received this additional information from someone in the Office Graduate, Undergraduate and Equity Affairs.

As far as the intersection between the Anti-Discrimination Policy and the Abusive Conduct Policy, one key difference is the Anti-Discrimination Policy covers Prohibited Conduct related to state and federally defined Protected Categories (i.e., race, religion, color, citizenship, national origin, ancestry, sex, gender, sexual orientation, disability, medical condition, marital status, age or veteran/military status) for students, staff, faculty and other academic appointees. The Abusive Conduct Policy covers Prohibited Conduct in the workplace that is not explicitly about Protected Categories and is limited to employees. At this point, we anticipate the Anti-Discrimination Policy will replace the UC Policy on Discrimination, Harassment, and Affirmative Action, and there will be a new Policy (TBD) to fill the gap in coverage related to Affirmative Action and pay transparency.

For additional context and background, President Drake charged a multi-campus, multi-discipline systemwide working group with analyzing the University’s Anti-Discrimination policies and procedures. All UC campuses, including UCOP and Lawrence Berkeley National Lab were represented on the working group and there were several areas of expertise represented as well, for example: Human Resources, Academic Personnel, Employee Relations, Faculty, Student Governance, Legal Counsel, Health Sciences, Title IX, Student Affairs and Ombuds to name a few. From the working group’s analysis, it became apparent that there was a need for a policy to address discrimination and harassment that was consistent across staff, faculty and students. Using the UC’s Systemwide Sexual Violence and Sexual Harassment (SVSH) Policy, UC campuses and national comparators as three touchstones in the decision-making process, the working group made several key decisions for the development of a new Policy. A smaller subset of the working group consulted with a variety of systemwide stakeholders (including faculty, EEO/AA directors, campus counsel, VCSAs) and drafted the Policy in spring 2022.

On 1/24/2023 3:45 PM, Michael LaBriola wrote:

On behalf of Senate Chair Cochran, I am forwarding for systemwide Senate review a proposed Presidential Policy on Anti-Discrimination.

Please submit comments to the Academic Senate office at SenateReview@ucop.edu by April 19 to allow us to compile and summarize comments for the Academic Council’s April 26
meeting. As always, any committee that considers these matters outside its jurisdiction or charge may decline to comment.

Thanks very much, Michael

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