



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

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January 10, 2017

Jim Chalfant, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Presidential Nondiscrimination Policy and APM 015 (Nondiscrimination and Affirmative Action Regarding Academic and Staff Employment)

Dear Jim,

This policy has been reviewed by relevant committees in the UCR Division of the Senate, and the responses are as follows:

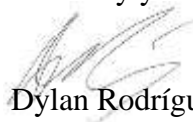
The Committee on Academic Personnel unanimously approves the change with two recommendations: 1) that the definitions of key terms and grammatical inconsistencies in the two documents be revised for consistency and to avert the possibility of misinterpretation; and 2) that specific punctuations be revised in the section of APM 015 titled "Types of Unacceptable Conduct." The recommendations for #2 are as follows:

Types of Unacceptable Conduct

5. Discrimination, including harassment, against University employees or individuals seeking employment, providing services pursuant to a contract, or applying for or engaged in an unpaid internship, volunteer capacity, or training program leading to employment, for any of the following reasons: on political grounds, or for reasons of race, color, religion, sex, sexual orientation, gender, gender expression, gender identity, ethnic origin, national origin, ancestry, marital status, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), or service in the uniformed services as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), as well as state military and naval service, or, within the limits imposed by law or University regulations, because of age or citizenship or for other arbitrary or personal reasons.

The Committees on Rules and Jurisdiction, Faculty Welfare, Privilege and Tenure, and Charges approve the Proposed Revised Policy with no additional comment.

Sincerely yours,



Dylan Rodríguez

Professor of Ethnic Studies and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office

UC RIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
COMMITTEE ON RULES AND JURISDICTION

November 21, 2016

To: Dylan Rodríguez, Chair
Riverside Division

From: Kambiz Vafai 
Chair, Committee on Rules and Jurisdiction


Re: Systemwide Review-Proposed Revised Policy: Presidential
Nondiscrimination Policy and APM 015

The Committee on Rules and Jurisdiction reviewed the proposed change to Systemwide Review-Proposed Revised Policy: Presidential Nondiscrimination Policy and APM 015 and found the wording to be consistent with the code of the Academic Senate.

UC RIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
Committee on Privilege & Tenure

November 21, 2016

To: Dylan Rodriguez
Chair, Riverside Division Academic Senate

Fr: Michael Adams 
Chair, Committee on Privilege and Tenure

Re: Systemwide Review of Proposed Revisions to Presidential
Nondiscrimination Policy and APM 015

The Committee on Privilege and Tenure met to discuss the proposed revisions to the Proposed Revised Presidential Policy on Nondiscrimination and Affirmative Action regarding Academic and Staff Employment and Proposed Revised Academic Personnel Policy Section 015, The Faculty Code of Conduct (APM - 015). The Committee finds the revisions reasonable and has no objections.

We appreciate the opportunity to review and opine on this systemwide matter.



COMMITTEE ON FACULTY WELFARE

November 28, 2016

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Victor Lippit, Chair *Victor D. Lippit*
Committee on Faculty Welfare

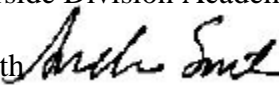
Re: Proposed Revised Policy: Presidential Nondiscrimination Policy and
APM 015

The Committee on Faculty Welfare met to consider the proposed revised Presidential Policy on Nondiscrimination and Affirmative Action regarding Academic and Staff Employment and Proposed Revised Academic Personnel Policy Section 015, The Faculty Code of Conduct. The Committee found no issues with the modified language and did not have any substantial comments to add.



November 18, 2016

To: Dylan Rodriguez
Chair, Riverside Division Academic Senate

Fr: Andrea Smith 
Chair, Committee on Charges

Re: Systemwide Review of Proposed Revisions to Presidential Policy on
Nondiscrimination and APM 015

The Charges Committee met to discuss the proposed revisions to the Proposed Revised Presidential Policy on Nondiscrimination and Affirmative Action regarding Academic and Staff Employment and Proposed Revised Academic Personnel Policy Section 015, The Faculty Code of Conduct (APM - 015). The Committee finds the revisions reasonable and has no objections.

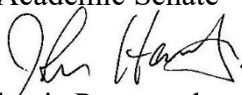
We appreciate the opportunity to review and opine on this systemwide matter.



COMMITTEE ON ACADEMIC PERSONNEL

November 14, 2016

To: Dylan Rodriguez
Riverside Division Academic Senate

From: John Heraty, Chair 
Committee on Academic Personnel

Re: Proposed Revised Policy: Presidential Nondiscrimination Policy and APM 015

By a vote of +9-0-0, CAP unanimously approved the proposed changes to the draft Presidential Nondiscrimination Policy and APM 015 with two recommendations.

- 1) CAP recommends the definition of terms and grammatical inconsistencies found in both documents be realigned for consistency and to avoid misinterpretation.
- 2) CAP recommends the placement of semicolons and comas found under Types of Unacceptable Conduct in APM 015 be revised to reflect the following:

Types of Unacceptable Conduct

5. Discrimination, including harassment, against University employees or individuals seeking employment, providing services pursuant to a contract, or applying for or engaged in an unpaid internship, volunteer capacity, or training program leading to employment, for any of the following reasons: on political grounds, or for reasons of race, color, religion, sex, sexual orientation, gender, gender expression, gender identity, ethnic origin, national origin, ancestry, marital status, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), or service in the uniformed services as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), as well as state military and naval service, or, within the limits imposed by law or University regulations, because of age or citizenship or for other arbitrary or personal reasons.