



*Academic Senate*

June 16, 2021

**To:** Kiersten Boyce  
Associate Vice Chancellor and Chief Compliance Officer

Ian R Harazduk  
Compliance Analyst & Privacy Officer

**From:** Jason Stajich  
Chair, Riverside Division

**RE:** **Draft UCR Anti-Bullying Policy**

Dear Kiersten,

I write to provide the consultative feedback received regarding the *Draft UCR Anti-Bullying Policy*. I trust that the comments from the responding committees will prove helpful.

Sincerely,  
*/s/ Jason Stajich*  
Jason Stajich



*Academic Senate*

**COMMITTEE ON ACADEMIC PERSONNEL**

April 16, 2021

To: Jason Stajich, Chair  
Riverside Division Academic Senate

From: Yinsheng Wang, Chair *Yinsheng Wang*  
Committee on Academic Personnel

Re: [Campus Review] Proposed Policy: UCR Anti-Bullying Policy

CAP reviewed the proposed UCR Anti-Bullying Policy. CAP is in general agreement with the proposal and has no additional comments to make.



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### **COMMITTEE ON CHARGES**

May 7, 2021

TO: Jason Stajich, Chair  
Riverside Division

FR: Richard Smith  
Chair, Committee on Charges

Re: **[Campus Review] Proposed Policy: UCR Anti-Bullying Policy**

The Committee on Charges reviewed the proposed UCR Anti-Bullying Policy at its meeting on April 19, 2021. Overall, the Committee supports the proposed policy and further recommends the campus be more aggressive with developing anti-bullying measures, especially concerning students who may be more vulnerable to experiencing bullying and abusive conduct. Students should be made aware of the resources available to report such conduct or receive support, such as the Ombudsperson who may help address a perceived problem, whether bullying or other issues. Additionally, faculty should be provided with resource information as they may need to refer a student to the appropriate reporting entity. Given the various reporting options available, the Committee is concerned that students and others may have trouble finding an appropriate path for raising a bullying concern and suggests that a single access point be established and clearly identified for students and others.



**COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION**

April 16, 2021

To: Jason Stajich, Chair  
Riverside Division Academic Senate

From: Xuan Liu, Chair  
Committee on Diversity, Equity, & Inclusion

Re: [Campus Review] Proposed Policy: UCR Anti-Bullying Policy

CoDEI is supportive of this policy but has lingering concerns about how the policy will be implemented on campus. Although the policy suggests training of Chairs/Deans as potential mediators in these types of situations, we feel that it would be more effective to train neutral third parties to assist rather than expecting faculty to be able to navigate them. The committee remains concerned about how broad the definition of "bullying" is but acknowledges that crafting a more specific definition would create a different set of concerns. Finally, the committee feels strongly that more must be done to address the climate issues on campus and are hopeful that the VPAR/AVPAR hire will be a step in the right direction.



**COMMITTEE ON FACULTY WELFARE**

May 6, 2021

To: Jason Stajich  
Riverside Division Academic Senate

From: Patricia Morton, Chair  
Committee on Faculty Welfare

Re: [Campus Review] Proposed Policy: UCR Anti-Bullying Policy

At its remote meeting on April 20, 2021, the Committee on Faculty Welfare discussed the Proposed Policy: UCR Anti-Bullying Policy, which is a revision of the proposal we reviewed in July 2020.

While we recognize the need for such a policy, the Committee found the proposal inadequate and unclear on a number of points. In particular, the section on reporting still does not specify a clear process for reporting incidents of bullying or abusive behavior. The policy would *require* supervisors, managers and administrators to report and address incidents of bullying and abusive behaviors of which they have been made aware and would *encourage* such reporting by other UCR community members who experienced or witnessed them. CFW finds this confusing. In addition, potential conflicts of interest may arise if the supervisor, manager or administrator is complicit with the bullying or abusive behavior or if that individual is the bully. In such cases, to whom should the person report? It would be preferable if reports were made to an independent entity that could carry out an investigation.

As described in the proposed policy, the UC Whistleblower Hotline referenced in Section VI is to be used for reporting improper governmental activities (page 6). Does this include bullying or abusive conduct? If not, reference to the Hotline should be deleted. We recommend that UCR set up its own Hotline for reporting bullying and abusive conduct.

We understand that UCOP and OGC are working on a systemwide policy on bullying and abusive conduct. We recommend that UCR pause efforts to create a campus policy until the systemwide policy has been promulgated.



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**GRADUATE COUNCIL**

April 16, 2021

To: Jason Stajich, Chair  
Riverside Division

From: Amanda Lucia, Chair  
Graduate Council

A handwritten signature in blue ink that reads "Amanda Lucia".

Re: [Campus Review] Proposed Policy: UCR Anti-Bullying Policy

Graduate Council reviewed the proposed campus anti-bullying policy at their April 15, 2021 meeting. The Council was supportive of the new policy.



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**COMMITTEE ON PRIVILEGE & TENURE**

May 18, 2021

To: Jason Stajich, Chair  
Riverside Division

From: Roya Zandi, Chair  
Committee on Privilege & Tenure

**Re: [Campus Review] Proposed Policy: UCR Anti-Bullying Policy**

The Committee on Privilege and Tenure reviewed the proposed UCR policy on Anti-Bullying at its meeting on April 30, 2021. The committee agrees with the new changes and further recommends the extensive usage of training courses as soon as it appears that some bullying issues might be involved at any level.