



COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION

July 20, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

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

Re: [Campus Review] Proposed Policy: Prohibition on Bullying and Abusive
Conduct by Employees and Non-Affiliates

The Committee on Diversity, Equity and Inclusion reviewed proposed Prohibition on Bullying and Abusive Conduct by Employees and Non-Affiliates policy. In general, the Committee is supportive of the policy. However, we also have some concerns:

1. The definition of bullying and abusive conduct seems loose in the document, and basically boils down to "we know it when we see it". The Committee feels the definition should be tightened, so it can stand against potential legal challenges to the policy.
2. The Committee is concerned whether the policy will actually serve to curtail bullying and abusive conduct because people may not report and the standards for discipline seem ambiguous. It seems like available help (e.g. mediation) needs to be sustained for any systemic change to occur. The Committee recommends deans and chairs receiving extensive training to fulfill their responsibility in mediation.
3. Under Reporting & Resolution, the grievance option per Bylaw 335 and APM 015 should be included.

In addition to those concerns, there are several typos in the document. For example, when citing APM 015 (page 13), Section II A.4 should be A.5.....