



Academic Senate

COMMITTEE ON ACADEMIC FREEDOM

October 3, 2022

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Ivy Zhang, Chair
Committee on Academic Freedom

Re: Draft Presidential Policy – Abusive Conduct in the Workplace

The Committee on Academic Freedom reviewed the draft Presidential policy for abusive conduct in the workplace.

The Committee noted concern with the ambiguity of the definition of “objectively offensive” behavior. The Committee are also concerned that the policy appears to set limits on the protection of academic freedom but the limits are not clearly defined. Additional concern was noted that distinguishing abusive conduct from conduct protected by academic freedom will in many cases be field and discipline specific. The Committee recommended that the policy be updated to document through what process is “objectively abusive behavior” identified and when the limit of academic freedom has been passed. Finally, the Committee noted concerns about the implementation of the policy and recommended that cases should be evaluated by the faculty senate with the involvement of the Committee on Academic Freedom.