March 29, 2023

To: Sang-Hee Lee  
Riverside Division Academic Senate

From: Katherine Stavropoulos, Chair  
Committee on Diversity, Equity, & Inclusion

Re: [Systemwide Review] Proposed Presidential Policy – Anti-Discrimination

The Committee on Diversity, Equity and Inclusion (CoDEI) discussed the proposed Presidential Policy on Anti-Discrimination. CoDEI appreciates the overall intent of the proposal, but provides some comments for clarification and additional consideration:

Committee members suggested clarification may be needed regarding the proposed language of harassment as it relates to being “based on a protected category”. Members felt it could be difficult to prove, and an undue burden to those experiencing the harassment, if it is based on being in a protected category. It was suggested that the language be changed to redefine harassment to include the possibility of being related to a protected category or not related to a protected category.

Members strongly recommend the addition of caste discrimination (or other forms of socioeconomic classicism) be added as a protected category.