

January 25, 2016

PRADEEP KHOSLA  
Chancellor

SURESH SUBRAMANI  
Executive Vice Chancellor

RE: Proposal to Create a Workgroup on Bullying

Dear Pradeep and Suresh,

I am writing to you on behalf of Senate Council to propose that a joint Administration-Senate workgroup be formed to address the issues of bullying by faculty.

The Senate's Committee on Privilege and Tenure reports that there are cases of inappropriate faculty conduct, best described as bullying, which are not being addressed. At a meeting of CPT Chair Katja Lindenberg with VCEDI Becky Pettit and OPHD Director Lori Chamberlain, she learned that unless there is a policy specifically addressing the inappropriate conduct, there is little that the administration can do. Thus, these cases fall between the cracks. The purpose of this workgroup would be to address this lack of policy clarity. At the meeting referenced above, VCEDI Pettit offered to co-lead such a workgroup.

I am happy to discuss further in person. I look forward to your response.

Sincerely,



Robert Continetti  
Chair  
Academic Senate, San Diego Division

cc: Becky Pettitt, Vice Chancellor, Equity, Diversity & Inclusion  
Lori Chamberlain, Director, Office for the Prevention of Harassment and Discrimination  
Kaustuv Roy, Divisional Senate Vice Chair  
Ray Rodriguez, Divisional Senate Director

Senate Administration Workgroup on Bullying  
Revised Final Draft  
May 2017

#### BACKGROUND

Senate members have reported, to the Committee on Privilege and Tenure, incidents of bullying by faculty that do not appear to have been satisfactorily resolved. Following discussion at Senate Council last year, Senate Chair Robert Continetti proposed to Chancellor Khosla and Executive Vice Chancellor Subramani that a Senate Administration workgroup be formed to examine this issue. This year Senate Chair Kaustuv Roy and IEVC Peter Cowhey affirm the previous agreement of former Senate Chair Robert Continetti and EVC Suresh Subramni that this workgroup be formed to examine our current processes and make recommendations.

#### CHARGE

The Workgroup will (a) consider current policy, including APM 015, The Faculty Code of Conduct, and APM 016, University Policy on Faculty Conduct and the Administration of Discipline, to determine if current policies provide an adequate definition of bullying, (b) examine the current processes for reporting, investigating, and addressing allegations of bullying, and (c) recommend changes to policy, processes, and/or the communication of existing policies and processes to ensure that the campus is operating in accordance with the best practices for higher education.

#### COMPOSITION

- Catherine Constable, Professor, SIO-IGPP, Co-Chair
- Tamara Wall, AVC-Academic Personnel, Co-Chair
- Faculty Administrators
  - Amanda Datnow, Associate Dean-Social Sciences
  - Vicki Grassian, Associate Dean-Division of Physical Sciences
  - Alexander Norbash, AVC-Equity, Diversity & Inclusion
- Faculty Senate Members
  - Duncan Agnew, Professor, SIO-IGPP
  - Gedeon Deak, Professor, Cognitive Science)
  - Sharon Reed, Professor, Pathology
- Academic Personnel Members to serve as consultants and committee support: AVC Cindy Palmer, Director Amy Rosen
- Senate Committee on Privilege and Tenure staff to serve as consultants: Senate Senior Analyst Tara Mallis, Senate Director Ray Rodriguez

#### TIMELINE

- TBD

## MEMORANDUM

Date: March 15, 2018

From: Catherine Constable, Professor, SIO-IGPP, Co-Chair  
Tamara Wall, Associate Vice Chancellor-Academic Personnel, Co-Chair

To: Elizabeth Simmons, Executive Vice Chancellor

RE: **Report of the Senate Administration Workgroup on Bullying**

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In May 2017, a Senate Administration Workgroup was convened and charged with the following:

- (a) Consider current policy, including APM 015, The Faculty Code of Conduct, and APM 016, University Policy on Faculty Conduct and the Administration of Discipline, to determine if current policies provide an adequate definition of bullying.
- (b) Examine the current processes for reporting, investigating, and addressing allegations of bullying, and
- (c) Recommend changes to policy, processes, and/or the communication of existing policies and processes to ensure that the campus is operating in accordance with the best practices for higher education.

The workgroup charge resulted after reports by Senate members to the Committee on Privilege and Tenure of incidents of bullying by faculty that did not appear to have been satisfactorily resolved. Following discussion at Senate Council in 2015-2016, Senate Chair Robert Continetti proposed to Chancellor Khosla and EVC Suresh Subramani that a Senate Administration workgroup be formed to examine this issue. In 2016-2017, Senate Chair Kaustuv Roy and Interim EVC Peter Cowhey affirmed the previous agreement of former Senate Chair Robert Continetti and EVC Suresh Subramani that this workgroup be formed and make recommendations.

### **Workgroup Membership:**

- Co-Chairs
  - Catherine Constable, Professor, SIO-IGPP
  - Tamara Wall, Associate Vice Chancellor-Academic Personnel
- Faculty Administrators
  - Amanda Datnow, Associate Dean-Social Sciences
  - Vicki Grassian, Associate Dean-Division of Physical Sciences
  - Alexander Norbash, Associate Vice Chancellor -Equity, Diversity & Inclusion
- Faculty Senate Members
  - Duncan Agnew, Professor, SIO-IGPP
  - Gedeon Deak, Professor, Cognitive Science
  - Sharon Reed, Professor, Pathology
- Academic Personnel Members to serve as consultants and committee support
  - Cindy Palmer, Assistant Vice Chancellor – Academic Personnel
  - Kelly Lindlar, Director of Academic Policy and Development
- Senate Committee on Privilege and Tenure staff to serve as consultants
  - Tara Mallis, Senate Senior Analyst
  - Ray Rodriguez, Senate Director

The workgroup met four times between July and December, 2017. Current policies at UC San Diego and other UC campuses were reviewed (see attached summary documents). The workgroup determined that current campus policies do not meet best practices for reporting, investigating, and addressing allegations of bullying. To facilitate subsequent review and potential implementation of new policy, the workgroup drafted specific policy and procedures for responding to allegations of bullying by faculty (see attached).

### **Workgroup Recommendations:**

The workgroup recommends that the proposed “Policy to Report and Respond to Allegations of Bullying by Faculty” be reviewed by the Administration and Senate and implemented, including:

1. Adoption of the proposed definition of “Bullying.”
2. Establishment of a “Responsible Administrator” to receive and maintain allegations of bullying by faculty. The workgroup suggests that the Responsible Administrator be the Title IX Officer for the campus.
3. Establishment of a “Committee on Faculty Conduct” to review allegations of bullying by faculty upon referral by the Responsible Administrator.
4. Establishment of a “Formal Investigation” process for warranted allegations of bullying as determined by the Committee on Faculty Conduct.

Attachments: Summary of Current Policies at UC San Diego and other UC Campuses  
Abusive Conduct Guidance – Existing UC Policies and Resources for Faculty and Postdocs (Bullying)  
Draft Policy on Faculty Bullying

## **POLICY & PROCEDURES FOR RESPONDING TO ALLEGATIONS OF BULLYING BY FACULTY**

### **Policy**

As part of their duty to advance the mission of the University as an institution of higher learning, faculty at University of California, San Diego ("UC San Diego") are expected to adhere to the highest standards of integrity in teaching, scholarship, and in their treatment of students, colleagues, staff, and other members of the University community. Conduct meeting the definition of bullying as set forth in Section PPM 230-XXX-4 below is inconsistent with UC San Diego's [Principles of Community](#) and is unacceptable.

### **Purpose**

The purpose of this Policy is to address bullying by faculty. Individuals associated with UC San Diego are expected to cooperate with the Committee on Faculty Conduct and other institutional officials in the review and investigation of Allegations of Bullying.

### **Definition**

Bullying is a pattern of behavior to others that a reasonable person would find hostile, offensive, and unnecessary in the conduct of University business; however, in some cases, a single act might constitute bullying if it is especially severe or egregious.

Bullying may include physical, verbal, or written acts or behaviors. Examples of bullying may include:

- using abusive or insulting language to a member of the University community;
- making inappropriate threats to block a person's academic or other advancement, opportunities, or continued employment at the University;
- behaving or speaking in ways that frighten, humiliate, belittle, or degrade the recipient, including criticism or feedback that is delivered with yelling, screaming, threats, or insults;
- intentionally spreading misinformation or malicious rumors;
- making repeated inappropriate comments about a person's appearance, lifestyle, family, or culture;
- circulating inappropriate or embarrassing photos or videos via e-mail or social media;
- making unwarranted physical contact or inappropriately encroaching on another individual's personal space in ways that would cause most people discomfort and unease;
- regularly teasing or making someone the brunt of pranks or practical jokes;
- interfering with a person's personal property or work equipment; and
- purposefully excluding, isolating, or marginalizing a person from normal work activities.

Bullying vs. Appropriate Activities:

It is important to distinguish between bullying and activities that are appropriate for a member of the faculty. Reasonable activities, when carried out in an appropriate manner, include:

- providing objective, constructive appraisals of performance and work performed, as part of instructional or other faculty activities, such as supervising research staff;
- coaching or providing informative feedback to students, staff, or other academics; and
- interacting with staff or other academics in activities such as planning, project management, or performing the duties required of a Principal Investigator or other supervisor.

Differences of opinion and occasional conflicts or misunderstandings in working relations are an inevitable part of workplace interactions and do not necessarily constitute workplace bullying.

### **Responsibility**

#### **a. Executive Vice Chancellor**

The Executive Vice Chancellor for Academic Affairs (EVCAA) has authority and responsibility to decide what action to take in response to a finding that a faculty member has violated this policy, in accordance with Section 230-XXX.80.I.E., below.

**b. Responsible Administrator**

The Responsible Administrator is the initial reviewer of all Allegations of Bullying by Faculty and is responsible for determining whether an Allegation falls under the purview of this policy. When an Allegation does not fall under the purview of this policy, the Responsible Administrator notifies the complainant of this determination and consults with other administrative offices as necessary in accordance with Section 230-XXX-80.I.B., below. For all other Allegations, the Responsible Administrator must forward the Allegation for review by the Committee on Faculty Conduct and/or an Independent Investigator as outlined in Section 230-XXX-80.I.B., below. The Responsible Administrator must document and preserve all Allegations of Bullying reviewed by the Committee in accordance with Section 230-XXX.80.XX,I.F., below.

**c. Committee on Faculty Conduct**

The Committee on Faculty Conduct (CFC) is a standing panel comprised of at least five Academic Senate members recommended by the Committee on Committees, and appointed by the EVCAA. The CFC is responsible for reviewing Allegations of Bullying by Faculty upon referral by the Responsible Administrator and providing a report to the Responsible Administrator and EVCAA as outlined in Section 230-XXX-80.I.C., below. CFC members serve on the Committee for two academic years, with staggered service to ensure continuity.

## Eligibility

All UC San Diego faculty (Senate and Non-Senate) are subject to this Policy, and are expected to be aware of and to comply with all applicable policies and procedures of the University and campus, including those found in the UC Academic Personnel Manual ("APM") and the UC San Diego Policy and Procedure Manual ("PPM").

For appointees covered by a [Memorandum of Understanding](#) (MOU), this policy applies to the extent provided for in the applicable MOU.

## Procedures

### I. ALLEGATIONS OF FACULTY BULLYING

- A. Reporting Suspected Bullying.** Allegations of Bullying by Faculty should be reported to the Responsible Administrator designated by the Chancellor. Allegations made first to a Department Chair, Divisional Dean, or other Staff Administrator (e.g., an Assistant/Associate Dean, Management Services Officer, Departmental Business Officer, or Human Resources or Academic Personnel Manager/Senior Analyst), must be directed to the Responsible Administrator in a timely fashion. Reports from outside the University should be directed to the Responsible Administrator.
- B. Initial Assessment of Allegation by the Responsible Administrator.** Upon receipt of an Allegation of conduct in violation of this policy, the Responsible Administrator shall review the Allegation as presented and take one of the four actions described below:
- 1. Insufficient Facts to Support Allegation of Bullying.** If the Responsible Administrator believes that the Allegation, if proved as stated, would clearly not meet the definition of bullying set forth in Section 230-XXX-4, above, the Complainant shall be informed in writing of the decision not to proceed. In such a case, the Respondent does not need to be informed of the Allegation. The Complainant may appeal this determination to the CFC within fourteen (14) calendar days of notification of a decision not to proceed.
  - 2. Dispute about Matters Other Than Bullying by Faculty.** If the Allegation is about a matter or issue that does not involve Bullying by Faculty, then the Allegation shall be resolved under other applicable policies, through mediation, or informally, at the discretion of the Department Chair or Dean.
  - 3. Allegation Falls under the Purview of 230-XXX.** If the Responsible Administrator believes that the Allegation, if proved as stated, may constitute Bullying by Faculty as defined in Section 230-XXX-4, above, then the Allegation shall be forwarded to the CFC for review in accordance with Section 230-XXX-80.I.C., below.
  - 4. Multiple Policies Involved.** If an Allegation gives rise to investigative responsibilities under more

than one University policy, the Responsible Administrator shall consult with other appropriate administrative offices, such as the Office for the Prevention of Harassment and Discrimination ("OPHD") or Audit and Management Advisory Services ("AMAS"), to coordinate a consistent and effective review of the facts under this and related policies. If the Allegation relates only to a single University policy other than this Policy (e.g., sexual harassment, Conflict of Interest), then the Allegation shall be referred to the appropriate campus office.

**C. Evaluation of Allegation by the CFC.** The CFC receiving an Allegation from the Responsible Administrator, or a Complainant's appeal of the Responsible Administrator's decision not to proceed with an Allegation, shall review the Allegation as follows:

1. Insufficient Facts to Support Allegation of Bullying. If the CFC believes that the Allegation, if proved as stated, would clearly not meet the definition of Bullying set forth in Section 230-XXX-4, above, the Committee shall recommend to the EVCAA (via the Responsible Administrator) that no further action be taken. In such a case, the Respondent does not need to be informed of the Allegation. The Complainant may not appeal this determination.

2. Allegation Falls under the Purview of 230-XXX. If the Responsible Administrator believes that the Allegation, if proved as stated, may constitute Bullying by Faculty as defined in Section 230-XXX-4, above, the Committee shall take the following actions:

- a. Gather and Review Evidence. The CFC shall examine all information provided to determine if Bullying by Faculty has occurred. The Committee may gather additional relevant information to aid in making a determination, and/or recommend to the Responsible Administrator that the Allegation be forwarded to an Independent Investigator in accordance with Section 230-XXX-80.I.C.2.b., below.
  - i. Complainant and Witnesses. The Committee may interview the Complainant and other witnesses with respect to the Allegation.
  - ii. Respondent. The Committee may interview the Respondent and provide an opportunity for the Respondent to provide additional information about the Allegation, and the evidence gathered by the CFC.
  - iii. Confidentiality. Disclosure of facts to persons interviewed will be limited to what is reasonably necessary to conduct a fair and thorough investigation. Participants in an investigation may be asked to maintain confidentiality when essential to protect the integrity of the investigation.
- b. Prepare Written Report and Recommendation. The CFC shall normally prepare a report of its findings within 45 calendar days of receipt of the Allegation.
  - i. Determination. If the Committee believes that it has sufficient information to make a determination, it shall provide the EVCAA (via the Responsible Administrator) with a report summarizing the evidence gathered, and the CFC's finding.
  - ii. Referral for Independent Investigation. If the CFC is unable to make a determination based upon the Allegation and any additional evidence gathered, the Committee may provide the Responsible Administrator with a report summarizing the evidence gathered, and recommend that the Responsible Administrator refer the Allegation of Bullying by Faculty to an Independent Investigator in the Administrator's office for a formal investigation.

**D. Formal Investigation.**

1. Initiating an Investigation. The Responsible Administrator, upon receiving a recommendation from the CFC that an Investigation is warranted, shall refer the Allegation of Bullying by Faculty to the Independent Investigator within fourteen (14) calendar days.

2. Time Limit. The investigation process shall normally be completed within sixty (60) calendar days following receipt of the Allegation by the Investigator. Any extension of this time limit requires approval of the Responsible Administrator.
3. Responsibilities of the Investigator. The Investigator shall take the following actions:
  - a. Evidence. Examine all relevant information to determine if Bullying by Faculty has occurred.
  - b. Interviews. Interview Complainant and other witnesses with respect to the Allegation.
  - c. Respondent. Interview Respondent and provide an opportunity for the Respondent to provide additional information about the Allegation, and the evidence developed by the investigator, both in writing and during one or more interviews conducted at the UCSD campus.
  - d. Prepare Investigation Report. The Investigator shall normally prepare a report of its findings within 75 calendar days of the date of its receipt by the Responsible Administrator.
  - e. Confidentiality. Disclosure of facts to persons interviewed will be limited to what is reasonably necessary to conduct a fair and thorough investigation. Participants in an investigation may be asked to maintain confidentiality when essential to protect the integrity of the investigation.
  - f. Notification of Complainant and Respondent. The Investigator shall provide the EVCAA, Responsible Administrator, Complainant and Respondent with a final copy of the Investigation report and his or her determination about whether Bullying has occurred.

**E. Notification and Actions.**

If the CFC or Investigator finds that Bullying has occurred, then the EVCAA shall provide a copy of the Investigation Report to the Respondent's Divisional Dean and Department Chair, and shall consult with them to determine the appropriate action to resolve the matter. If there has been a prior finding of bullying against the faculty member, the previous report[s] shall also be provided.

The EVCAA may choose to resolve the matter informally or to initiate disciplinary proceedings. Any action shall be taken by the EVCAA in accordance with APM 016, APM 150 and Academic Senate Bylaw 336, or, in the case of represented faculty, the applicable [Memorandum of Understanding](#) (MOU).

**F. Documentation of Allegation.**

For all Allegations of Bullying reviewed by the CFC and/or an Investigator pursuant to this policy, the Responsible Administrator shall enter the name of the Respondent, a brief summary of the Allegations evaluated, and the outcome of the Investigation into an electronic database, so that the University has a record of Respondents and outcomes for future investigations of Allegations and determinations of discipline regarding repeat Respondents.

**G. Retaliation Against Complainants or Other Persons.**

Employees who have made Allegations that are covered by the "University of California Policy on Reporting and Investigating Allegations of Suspected Improper Governmental Activities (Whistleblower Policy)," and who believe that they have been retaliated against should report such Retaliation in accordance with the "Policy for Protection of Whistleblowers from Retaliation and Guidelines for Reviewing Retaliation Complaints." The Responsible Administrator shall remind all participants in any aspect of an Investigation, including investigators, the Respondent, and witnesses, not to retaliate against the Complainant or other witnesses at any time after an Allegation has been made.

1. Berkeley website listing all resources for reporting an incident : [Report an Incident](#)
2. [UCB Notice](#) – An HR webpage that comes up first if you search for bullying – a graphic image of “no bullying” with notice and links to the University’s [Principles of Community](#) and UCB’s new Staff [Workplace Bullying Prevention Policy](#). At the bottom of the page, is a sentence that explains that although the new Bullying Prevention Policy applies only to staff at Berkely, the [Workplace Violence Prevention Policy](#), which includes a prohibition against bullying, still applies to everyone, including academics.
3. [UCB Workplace Violence Prevention document](#) –This contains the on-line info re: Prohibited Conduct Under This Policy (violent behavior, intimidation, bullying, stalking, threats...), Responsibilities (all the different constituencies on campus, including Academic Personnel Office), Procedures for Reporting Violence or the Threat of Violence (with phone numbers), and finally, Additional Resources – links to related policies, such as the Faculty Code of Conduct, Policy on SVSH, Code of Student Conduct, etc.
4. [UCSD Workplace Violence Employee Handbook](#) –Found on UCSD Blink under Reaffirmations of Commitments & Policies – Workplace Safety) – Section II. is a Zero Tolerance Policy for intentional acts of intimidation, threats of violence, or acts of violence. The final paragraph of Section I. states: “There are no exact answers to these issues and problems surrounding affiliated workplace violence, nor is there a single best approach toward the management of these situations. Indeed, each situation is unique and each situation presents a different complex set of challenges.”
5. Existing UC Policies [on bullying/workplace violence] –[Guidance on Abusive Conduct and Bullying in the Workplace](#) effective 7/26/2016, which was sent from President Napolitano to the Chancellors, and shows websites for relevant policies on all campuses and UCOP. The entire Guidance document includes sections on Systemwide Efforts, UCB’s Staff [Workplace Bullying Prevention Policy](#), Best Practices, the Role of the Ombuds, etc.
6. [APM 015](#) Section C.4.: this is a 1-page document created – (attached) to explain how APM 015 defines unacceptable faculty conduct and contains a section (C. 4.) that deems unacceptable faculty conduct of “threats of physical harm to, or harassment of another member of the University community, that interferes with that person’s performance of University activities.” This section was purposely written broadly to include bullying-type conduct by faculty (and specifically, unacceptable conduct that does not fall under any type of discrimination based on a protected class, such as sex, race, or age). In addition, policy adds an important sentence about faculty discipline: “Faculty may be subjected to disciplinary action under this Code for any type of conduct which, although not specifically enumerated herein, meets the standard for unacceptable faculty behavior set forth above.”
7. Investigation of Alleged Conduct that Violates the Faculty Code of Conduct (APM 015) – (attached) Is a 1-page document created to explain how serious, written complaints against faculty members (alleging conduct that violates the Faculty Code of Conduct) are investigated and handled on our campus. In addition, all University members can complain by phone or on line against faculty members (which we call [Hotline Complaints/Whistleblower complaints](#)) – this can be done anonymously or not, and Judy Bruner analyzes these calls/reports and then sends them on to Audit, OPHD, APS, HR, the Behavioral Threat Assessment Team, Campus Police, etc., to look into and report back findings or conclusions. The OPHD website also has a tab called “Report Bias” in which anyone can fill out an on-line [Bias Incident Report Form](#) to describe an incident of any type of harassment by a faculty member -- including verbal harassment, online harassment, physical harassment, phone or text harassment, written slur, hate symbol, etc. These bias complaints are usually investigated by OPHD. I can get a screenshot of this form.

## Abusive Conduct Guidance – Existing UC Policies and Resources for Faculty and Postdocs (Bullying)

LOCATION	POLICY	PURPOSE	DEFINITIONS	RESOURCES
UC Berkeley	<a href="#">Workplace Violence Prevention</a>	To codify the University's commitment to the safety and security of all campus workplaces (applies to both staff and academic appointees).	Workplace, Violent Behavior, Intimidation, Bullying, Stalking, Threat, Physical Attack, Domestic Violence, Property Damage, At-Risk Individual, Campus Community, Credible Threat of Violence, Employee, Firearm, Hostility, Victim, Violence, Weapon	<a href="#">Workplace Violence Prevention Toolkit</a> , <a href="#">Statement on Workplace Bullying</a> from Staff Ombuds Office
		Site for faculty and staff to report bullying.	Bullying	<a href="http://diversity.berkeley.edu/report-incident">http://diversity.berkeley.edu/report-incident</a>
		Faculty ombudsperson for resolution of work-related problems and conflicts. Available to Senate members and staff members in the academic series.		<a href="http://academic-senate.berkeley.edu/committees/omb/faculty-ombudsperson">http://academic-senate.berkeley.edu/committees/omb/faculty-ombudsperson</a>
		Staff ombuds service available to non-Senate academics, and faculty who perform management functions.		<a href="http://staffombuds.berkeley.edu/">http://staffombuds.berkeley.edu/</a>
		Consultation and training for faculty and staff management and campus administration related to behavioral health problems including interpersonal problems and threats of violence impacting workplace functioning.	Threats of Violence	<a href="http://www.uhs.berkeley.edu/facstaff/care/">http://www.uhs.berkeley.edu/facstaff/care/</a>
	<a href="http://apo.chance.berkeley.edu/faculty_misconduct_015.pdf">http://apo.chance.berkeley.edu/faculty_misconduct_015.pdf</a>	Faculty Code of Conduct and Disciplinary Procedures for the Berkeley Campus (per APM – 015).	Faculty Conduct, Ethics and Responsibilities	
UC Davis	<a href="#">Disruptive Behavior in the Workplace</a>	Describes the resources and processes available to address disruptive, threatening, or violent behavior in the workplace, including definitions and procedures for	Bullying, Domestic Violence, Intimidation, Property Damage, Threat, Violent Behavior	

## Abusive Conduct Guidance – Existing UC Policies and Resources for Faculty and Postdocs (Bullying)

LOCATION	POLICY	PURPOSE	DEFINITIONS	RESOURCES
		reporting and responding to reports (PPM).		
		Chair training on understanding and preventing campus violence (PPT).	Bullying, Threat Assessment	<a href="https://academicaffairs.ucdavis.edu/local_resources/docs/training_development/brown_bags/workplace_violence.pdf">https://academicaffairs.ucdavis.edu/local_resources/docs/training_development/brown_bags/workplace_violence.pdf</a>
	<a href="http://manuals.ucdavis.edu/apm/015.htm">http://manuals.ucdavis.edu/apm/015.htm</a>	Faculty Code of Conduct and Disciplinary Procedures for the Davis Campus (per APM – 015).	Faculty Conduct, Ethics and Responsibilities	
	<a href="http://manuals.ucdavis.edu/apm/140.htm">http://manuals.ucdavis.edu/apm/140.htm</a>	Non-Senate Academic Appointees/Grievances procedures for the Davis campus.		
		Faculty and staff campus ombuds site for conflict resolution.		<a href="http://ombuds.ucdavis.edu/">http://ombuds.ucdavis.edu/</a>
		Campus academic and staff counseling assistance and referral site, including work-related issues.		<a href="http://www.hr.ucdavis.edu/asap/">http://www.hr.ucdavis.edu/asap/</a>
UC Irvine	No policy			<a href="#">UCI Police Department Workplace Violence Prevention Mission Statement</a>
		Campus academic and staff counseling assistance and referral site, including assistance with work-related issues.		<a href="http://www.wellness.uci.edu/facultystaff/eap/introduction.html">http://www.wellness.uci.edu/facultystaff/eap/introduction.html</a>
		Campus ombuds site for faculty and staff.		<a href="http://ombuds.uci.edu/">http://ombuds.uci.edu/</a>
	<a href="http://www.ap.uci.edu/APP/4-15_grievance.html">http://www.ap.uci.edu/APP/4-15_grievance.html</a>	Grievance and Appeal Procedures - Postdoctoral Scholars.		
	<a href="http://www.ap.uci.edu/APP/4-14_grievance.html">http://www.ap.uci.edu/APP/4-14_grievance.html</a>	Grievance and Appeal Procedures – for non-Senate academic appointees.		
UCLA	<a href="#">Workplace Violence Prevention</a>	Defines the scope of Workplace Violence, identifies unacceptable behavior that will be treated as a violation of the Policy, and establishes the process to report	Workplace Violence, Disruptive Behavior, Domestic Violence, Stalking, Threat, Violent Behavior	

## Abusive Conduct Guidance – Existing UC Policies and Resources for Faculty and Postdocs (Bullying)

LOCATION	POLICY	PURPOSE	DEFINITIONS	RESOURCES
		these behaviors (applies to both staff and academic appointees).		
		Legal issues for chairs	Threatening Behavior, Retaliation	<a href="https://faculty.diversity.ucla.edu/resources-for/department-chairs/legal-issues-for-chairs-1">https://faculty.diversity.ucla.edu/resources-for/department-chairs/legal-issues-for-chairs-1</a>
		Resource for faculty for conflict resolution (website main landing page).	Bullying	<a href="https://www.apo.ucla.edu/conflict-resolution">https://www.apo.ucla.edu/conflict-resolution</a>
		Moreno report.		<a href="https://ucla.app.box.com/s/1xd3uxcbmqkn6ldjb7u0e8aqzadfwug">https://ucla.app.box.com/s/1xd3uxcbmqkn6ldjb7u0e8aqzadfwug</a>
		Teaching practices-professional behavior- ethical principles (UCLA Office of Instruction Development).		<a href="http://www2.oid.ucla.edu/publications/teachersguide/policies/behavior/probehavior">http://www2.oid.ucla.edu/publications/teachersguide/policies/behavior/probehavior</a>
		Ombuds office for faculty and staff		<a href="http://www.ombuds.ucla.edu/">http://www.ombuds.ucla.edu/</a>
		Campus faculty and staff EAP counseling resources, including assistance with work-related issues.		<a href="https://www.chr.ucla.edu/employee-counseling/resources">https://www.chr.ucla.edu/employee-counseling/resources</a>
UC Merced	<a href="#">Workplace Violence, Bias Incidents, Hate Crimes and Disruptive Behaviors</a>		Disruptive Behavior, Bullying, Domestic Violence, Intimidation, Property Damage, Threat, Acts of Violence, Possession of Weapons, Brandishing, Imminent Violence, Harassment, Sexual Harassment, Stalking, Expression of Bias, Hate Speech, Hate Crime, Graffiti/Vandalism, Bias Incident, Hostile Climate	

## Abusive Conduct Guidance – Existing UC Policies and Resources for Faculty and Postdocs (Bullying)

LOCATION	POLICY	PURPOSE	DEFINITIONS	RESOURCES
	<a href="http://academicpersonnel.ucmerced.edu/sites/academicpersonnel.ucmerced.edu/files/page/documents/c2_s2016.pdf">http://academicpersonnel.ucmerced.edu/sites/academicpersonnel.ucmerced.edu/files/page/documents/c2_s2016.pdf</a>	Campus policy re discipline for appointees in the professorial-appointee series (policy 2016).		
	<a href="http://academicpersonnel.ucmerced.edu/sites/academicpersonnel.ucmerced.edu/files/page/documents/14-15_mapp_full_document_3.pdf">http://academicpersonnel.ucmerced.edu/sites/academicpersonnel.ucmerced.edu/files/page/documents/14-15_mapp_full_document_3.pdf</a>	Campus policy re grievances of appointees in the professorial-appointee series (policy 2017 [tracks to UC Senate Bylaw 335]).		
	<a href="http://academicpersonnel.ucmerced.edu/sites/academicpersonnel.ucmerced.edu/files/page/documents/14-15_mapp_full_document_3.pdf">http://academicpersonnel.ucmerced.edu/sites/academicpersonnel.ucmerced.edu/files/page/documents/14-15_mapp_full_document_3.pdf</a>	Campus policy re discipline of postdoc (policy 3076).		
	<a href="http://academicpersonnel.ucmerced.edu/sites/academicpersonnel.ucmerced.edu/files/page/documents/14-15_mapp_full_document_3.pdf">http://academicpersonnel.ucmerced.edu/sites/academicpersonnel.ucmerced.edu/files/page/documents/14-15_mapp_full_document_3.pdf</a>	Campus policy re grievance for postdoc (policy 3077).		

## Abusive Conduct Guidance – Existing UC Policies and Resources for Faculty and Postdocs (Bullying)

LOCATION	POLICY	PURPOSE	DEFINITIONS	RESOURCES
		Campus ombuds site for staff, faculty and postdocs.		<a href="http://ombuds.ucmerced.edu/">http://ombuds.ucmerced.edu/</a>
		Campus HR counseling site for faculty and staff including matters related to assistance with work and stress issues.		<a href="http://hr.ucmerced.edu/benefits/other-benefits/insight-eap">http://hr.ucmerced.edu/benefits/other-benefits/insight-eap</a>
UC Office of the President	<a href="http://www.ucop.edu/academic-personnel-programs/files/apm/apm-015.pdf">http://www.ucop.edu/academic-personnel-programs/files/apm/apm-015.pdf</a>	Code of Professional Rights, Responsibilities, and Conduct of University Faculty, and University Disciplinary Procedures (APM – 015)	Faculty Conduct, Ethics and Responsibilities	
	<a href="http://www.ucop.edu/academic-personnel-programs/files/apm/apm-016.pdf">http://www.ucop.edu/academic-personnel-programs/files/apm/apm-016.pdf</a>	University policy on Faculty conduct and the administration of discipline (APM - 016).	Disciplinary Procedures re Faculty Conduct, Ethics and Responsibilities	
	<a href="http://www.ucop.edu/academic-personnel-programs/files/apm/apm-140.pdf">http://www.ucop.edu/academic-personnel-programs/files/apm/apm-140.pdf</a>	APM 140 non-Senate academic appointees' grievances procedure.		
	<a href="http://www.ucop.edu/academic-personnel-">http://www.ucop.edu/academic-personnel-</a>	APM – 150 non-Senate procedure for corrective action and dismissal.		

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LOCATION	POLICY	PURPOSE	DEFINITIONS	RESOURCES
	<a href="#">programs/ files/apm/apm-150.pdf</a>			
	<a href="http://senate.universityofcalifornia.edu/manual/blpart3.html#bl335">http://senate.universityofcalifornia.edu/manual/blpart3.html#bl335</a>	Senate Bylaw 335 Policy on grievance procedures for Senate member re their rights and privileges as faculty members.		
	<a href="http://senate.universityofcalifornia.edu/manual/blpart3.html#bl336">http://senate.universityofcalifornia.edu/manual/blpart3.html#bl336</a>	Senate Bylaw 336 re procedure governing faculty disciplinary cases.		
	<a href="http://regents.universityofcalifornia.edu/governance/standing-orders/so1039.html">http://regents.universityofcalifornia.edu/governance/standing-orders/so1039.html</a>	Standing Order 103.9 Regents right to terminate the appointment of a tenured or non-tenured faculty member “only for good cause,” following the opportunity for a hearing before the Senate committee.	Expressions of Bias, Hate Speech, Hate Crime, Graffiti/Vandalism, Intimidation, Bullying or Physical Violence, Bias Incidents, Hostile Climate, Other Campus Climate Issues	
	<a href="http://www.ucop.edu/academic-personnel-programs/programs-and-initiatives/faculty-resources-advancement/faculty-handbook.html">http://www.ucop.edu/academic-personnel-programs/programs-and-initiatives/faculty-resources-advancement/faculty-handbook.html</a>	Faculty Handbook (references grievance procedures for non-Senate and Senate academic appointees; ethics, conduct and responsibilities).	Faculty Ethics, Conduct and Responsibilities	
	<a href="https://ucsystems.ethicspointvp.com/custom/ucs_ccc/">https://ucsystems.ethicspointvp.com/custom/ucs_ccc/</a>	Systemwide means for reporting intolerance		
	<a href="http://senate.universityofcalifornia.edu/reports/documents/MG_ChairsDirectors_AcademicFreedomStatement.pdf">http://senate.universityofcalifornia.edu/reports/documents/MG_ChairsDirectors_AcademicFreedomStatement.pdf</a>	Draft Academic Council statement on academic civility	Academic civility, Academic Freedom	
		Postdoc contract (see Articles 5 [discipline and dismissal and 6 grievance])		<a href="http://ucnet.universityofcalifornia.edu/labor/bargaining-units/px/contract.html">http://ucnet.universityofcalifornia.edu/labor/bargaining-units/px/contract.html</a>
	<a href="#">Workplace Violence Prevention</a>		Intimidation, Threat of Violence, Act of Violence, Workplace	<a href="#">Workplace Bullying Webinar</a>

## Abusive Conduct Guidance – Existing UC Policies and Resources for Faculty and Postdocs (Bullying)

LOCATION	POLICY	PURPOSE	DEFINITIONS	RESOURCES
UC Riverside	<a href="#">Violence and Threats in the Workplace – Zero Tolerance</a>	Prevents workplace violence through training and early detection; Provides a protocol for the prompt handling of all workplace threats and violent behavior (faculty, staff and students)		
		Ombuds site for faculty and staff.		<a href="http://ombuds.ucr.edu/">http://ombuds.ucr.edu/</a>
		Campus academic and staff counseling assistance and referral site, including work-related issues.		<a href="http://hr.ucr.edu/?content=ProgramsAndServices/EAP/AboutEAP.htm">http://hr.ucr.edu/?content=ProgramsAndServices/EAP/AboutEAP.htm</a>
		UC Academic Council Position on Academic Freedom and Civility (adopted by Riverside Divisional Senate May 2015).		<a href="http://senate.ucr.edu/committee/?do=info&amp;id=3">http://senate.ucr.edu/committee/?do=info&amp;id=3</a>
UC San Diego	No policy			<a href="#">Commitment to Ensuring Workplace Safety</a> , <a href="#">Acts of Violence</a> section of Emergency Guide, <a href="#">Workplace Violence Employee Handbook</a> , <a href="#">Principles of Community</a>
		Ombuds site (faculty, staff, non-Senate academic appointees and postdocs).		<a href="https://ombuds.ucsd.edu/">https://ombuds.ucsd.edu/</a>
		Conflict management resources (staff and academic appointees)		<a href="http://blink.ucsd.edu/HR/supervising/conflict/index.html#Resources">http://blink.ucsd.edu/HR/supervising/conflict/index.html#Resources</a>
		Campus counseling site for faculty and state including matters related to work and stress.		<a href="http://blink.ucsd.edu/HR/services/support/counseling/index.html">http://blink.ucsd.edu/HR/services/support/counseling/index.html</a>
UC San Francisco	<a href="#">Violence in the Work Place</a>	Applies to staff and academic appointees.	Act of Violence, Intimidation, Threat of Violence, UCSF Property, UCSF Community Member, Threat Management Team or Appropriate UCSF Official	UC San Francisco
		Self-help listing of resources re bullying.		<a href="http://ombuds.ucsf.edu/pdf/SelfHelp/LibraryListing.pdf">http://ombuds.ucsf.edu/pdf/SelfHelp/LibraryListing.pdf</a>

## Abusive Conduct Guidance – Existing UC Policies and Resources for Faculty and Postdocs (Bullying)

LOCATION	POLICY	PURPOSE	DEFINITIONS	RESOURCES
		Campus ombuds site.		<a href="http://ombuds.ucsf.edu/ombudsContact.html">http://ombuds.ucsf.edu/ombudsContact.html</a>
		Campus EAP site, includes counseling opportunities re work-related issues.		<a href="https://hr.ucsf.edu/hr.php?org=c&amp;AT=cm&amp;S=Faculty+and+Staff+Assistance">https://hr.ucsf.edu/hr.php?org=c&amp;AT=cm&amp;S=Faculty+and+Staff+Assistance</a>
	<a href="http://academicaffairs.ucsf.edu/academic-personnel/academic-employee-labor-relations/media/AELR%20Procedure%20for%20the%20Investigation%20of%20Faculty%20Misconduct%20and%20the%20Administration%20of%20Discipline.pdf">http://academicaffairs.ucsf.edu/academic-personnel/academic-employee-labor-relations/media/AELR%20Procedure%20for%20the%20Investigation%20of%20Faculty%20Misconduct%20and%20the%20Administration%20of%20Discipline.pdf</a>	Campus procedure for investigating faculty misconduct and administration of discipline.		
UC Santa Barbara	<a href="#">Sustaining Community and Preventing Violence</a>	Communicates how the university will respond to intimidation, threats, and acts of violence; how to report these types of behavior; and to whom one may go for assistance in preventing violence and sustaining community	Intimidation, Threat of Violence, Act of Violence, Dangerous Situation, Imminent Danger, University Property	UC Santa Barbara
		Campus ombuds site (academic appointees and staff).		<a href="https://ombuds.ucsb.edu/">https://ombuds.ucsb.edu/</a>
		Campus academic and staff assistance site, including work-related issues.		<a href="http://www.hr.ucsb.edu/employee-services/counseling-consultation/academic-staff-assistance-program">http://www.hr.ucsb.edu/employee-services/counseling-consultation/academic-staff-assistance-program</a>

## Abusive Conduct Guidance – Existing UC Policies and Resources for Faculty and Postdocs (Bullying)

LOCATION	POLICY	PURPOSE	DEFINITIONS	RESOURCES
UC Santa Cruz	<a href="#">Violence in the Workplace</a> Policy and Handbook	Establishes a Zero Tolerance Standard with respect to acts of intimidation, threats of violence, or acts of violence relating to the workplace; Acts as a guide for aiding in the recognition and response to employee workplace violence (this site is under “Staff HR” but the information references an “person of authority” so I assume the information would apply to academic appointees too?).	Intimidation, Threat of Violence, Act of Violence	<a href="#">Violence in the Workplace</a> Policy and Handbook
		Faculty & Other Academic Employee Consultation and Complaint Options.		<a href="http://diversity.ucsc.edu/eeo-aa/eeo/speak_to_someone.html">http://diversity.ucsc.edu/eeo-aa/eeo/speak_to_someone.html</a>
		Campus conflict resolution site.		<a href="http://conflictresolution.ucsc.edu/">http://conflictresolution.ucsc.edu/</a>
		Comments re campus conflict resolution office.		<a href="http://apo.ucsc.edu/advancement/forms/docs/Faculty-Comments-on-CCRS.pdf">http://apo.ucsc.edu/advancement/forms/docs/Faculty-Comments-on-CCRS.pdf</a>
		Campus conflict resolution options.		<a href="http://apo.ucsc.edu/advancement/forms/docs/Conflict-Management-Options.pdf">http://apo.ucsc.edu/advancement/forms/docs/Conflict-Management-Options.pdf</a>
		Campus counseling site for faculty and state including matters related to work and stress.		<a href="http://shr.ucsc.edu/benefits/eap/">http://shr.ucsc.edu/benefits/eap/</a>
	<a href="http://apo.ucsc.edu/policy/capm/002.015.html">http://apo.ucsc.edu/policy/capm/002.015.html</a>	Campus policy on faculty Conduct and the Administration of Discipline (002.015).		
	<a href="http://apo.ucsc.edu/policy/capm/003.150.html">http://apo.ucsc.edu/policy/capm/003.150.html</a>	Campus policy on Corrective Action and Dismissal of Non-Senate Academic Appointees (003.150).		
		Campus Principles of Community.	“Atmosphere of Civility”	<a href="http://www.ucsc.edu/about/files/princecommprint.pdf">http://www.ucsc.edu/about/files/princecommprint.pdf</a>

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LBNL	<a href="#">Violence in the Workplace</a>	Provides guidance to all who work at or visit the Laboratory to help maintain an environment at and within Berkeley Lab property that is free of violence and the threat of violence	Crisis Action Team, Chief Human Resources Officer	LBNL

**Note:** Other resources include UCOP Principles of Community, Policies (PPSM-12, Systemwide Nondiscrimination, Sexual Violence and Sexual Harassment, PPSM-62, PPSM-70), Collective Bargaining Agreements, Student Handbooks, Academic Personnel Manuals, Faculty Codes of Conduct, Whistleblower Policies, Counseling Services, Emergency Planning Guides, Threat Management Teams, Ombuds, and Academic and Staff Assistance Programs