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Members of the Davis Division of the Academic Senate strongly object to the University's recent transmission of personal employment data (W-2 tax information) to a third party, the TALX Corporation. This appears to have been done in violation of the University's Electronic Communications Policy, Section IV, "Privacy and Confidentiality," item c, paragraph 3, which states:

**In no case shall electronic communications that contain personally identifiable information about individuals ... be sold or distributed to third parties without the explicit permission of the individual.**

Failure to respond to poorly-defined e-mail messages sent over a 3.5-week period including the end-of-year holidays clearly does not constitute explicit permission of the individual to distribute personal information to a third party.

This is a very serious issue. In spite of assurances, the confidentiality of data has been compromised in many widely publicized cases. Also, those who aggregate such data often sell information based on summaries to other parties. Sometimes identities and personal information can still be inferred from such summaries.

Therefore, the Representative Assembly of the Davis Division of the Academic Senate in its Feb. 5, 2007 meeting approved the following motion by unanimous vote:

**We demand that all of these files be expunged immediately and any subsequent request be on an opt-in basis only, after appropriate Senate consultation.**