

Gina Anderson

Subject: FW: Systemwide Review of Draft APM - 035 & APM - 190-A-1
Attachments: Cover letter re technical revisions to APM 035 and APM 190-A-1 FINAL.PDF

From: Sandi Glithero
Sent: Wednesday, March 14, 2012 4:33 PM
Subject: Systemwide Review of Draft APM - 035 & APM - 190-A-1

Dear Colleagues:

The University invites comments relating to proposed technical revisions to Academic Personnel Policy Sections 035 and 190, Appendix A-1, as described below.

The proposed technical revisions are required to insure consistency with existing federal and state law:

- **APM - 035, Affirmative Action and Nondiscrimination in Employment**

Proposed revisions reflect updates in federal and state regulations which identify additional types of prohibited discrimination and which also ensure conformity with federal and state definitions as relates to “service in the uniformed services”. These revisions involve no substantive changes in policy.

- **APM – 190, Appendix A-1, Policy on Reporting and Investigating Allegations of Suspected Improper Governmental Activities (Whistleblower Policy)**

The Whistleblower Policy quotes California Government Code Section 8547.2. Revisions reflect changes recently made to that Code Section by the California Legislature.

The proposals are online at: <http://www.ucop.edu/acadadv/acadpers/apm/review.html>. A paper copy may also be viewed at the Academic Personnel Office. Please contact me to make arrangements if you wish to view a paper copy.

If you have any questions or comments, please send them to me at siglithero@ucdavis.edu, no later than **Friday, June 1, 2012**.

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March 14, 2012

ACADEMIC COUNCIL CHAIR ANDERSON
LABORATORY DIRECTOR ALIVISATOS
COUNCIL OF VICE CHANCELLORS
ANR VICE PRESIDENT ALLEN-DIAZ

**Re: Proposed Technical Revisions to Academic Personnel Policy Sections 035 and 190,
Appendix A-1**

Dear Colleagues:

Enclosed for Systemwide Review are proposed technical revisions to the following Academic Personnel policies, all of which are required to insure consistency with existing federal and state law.

- **APM - 035, Affirmative Action and Nondiscrimination in Employment**

Revisions reflect changes in California's Fair Employment and Housing Act (FEHA), California Government Code Section 12900 et seq., which prohibits discrimination in employment. The California Legislature recently amended FEHA to clarify that discrimination on the basis of "gender" and "gender expression" are among the prohibited types of discrimination. Revisions also were made to insure that the definition of "service in the uniformed services" is consistent with both the federal Uniformed Services Employment and Reemployment Act of 1994 (USERRA) and California's Military and Veterans Code Section 394.

- **APM - 190, Appendix A-1, Policy on Reporting and Investigating Allegations of Suspected Improper Governmental Activities (Whistleblower Policy)**

The Whistleblower Policy quotes California Government Code Section 8547.2. The revisions reflect changes that the California Legislature recently made to that Code Section.

As this is a Systemwide Review of technical changes to Academic Personnel Policy, employees should be afforded the opportunity to review and comment on the revisions, which are available online at: <http://www.ucop.edu/acadpersonnel/apm/review.html>. Enclosed is a model communication which can be used to inform non-exclusively represented employees affected by these proposals.

March 14, 2012

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Please forward comments or questions to Janet.Lockwood@ucop.edu by June 15, 2012.

Sincerely,



Susan L. Carlson
Vice Provost
Academic Personnel

Enclosures

cc: President Yudof
Chancellors
Provost Pitts
Executive Vice President Brostrom
Senior Vice President Vacca
Vice President Duckett
Vice Provosts for Academic Personnel
Academic Personnel Directors
Executive Director Fox
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