

# Attachment C: Non-Senate Academic Appointee Respondent Corrective Action/Disciplinary Sanction Guidelines for Misconduct Related to Expressive Activity

## Types of Corrective Action/Disciplinary Sanctions under APM - 150

Written  
Warning

Written  
Censure

Suspension

Reduction  
in Salary

Demotion

Dismissal

*Less Severe Sanction*

*More Severe*

## Factors that Affect the Types of Corrective Action/Disciplinary Sanctions for Non-Senate Academic Appointee Respondents

### Violations of University Policies and Campus Time, Place, and Manner (TPM) Policies (see attached companion document, where applicable)

#### Tier 1

- Failing to comply with instructions of a UC or public official upon initial instruction
- Disturbing the peace
- Camping or unauthorized lodging on UC property
- Climbing or repelling activities on UC-managed property
- Using amplified sound without a permit

#### Tier 2

- Failing to comply with repeated instructions of a UC or public official
- Escalating misconduct activity contrary to de-escalating instructions of a UC or public official
- Engaging in disorderly conduct as defined by TPM policy
- Blocking entrances or interfering with the normal free flow of traffic on campus and the immediate environs
- Obstructing or disrupting teaching or other UC operations
- Threatening others with forcible detention or harm

#### Tier 3

- Inciting others to engage in misconduct
- Intimidating or coercing others to engage in misconduct
- Detaining unwilling parties by any means
- Possessing or using a firearm, explosive, or any device that can cause mass casualties

### Evaluate Severity of Impact

#### Minor Impact

- Minor damage to UC property
- Minor impact on community members and their families
- Minor harm to others by physical or other means

#### Major Impact

- Major damage to UC property
- Major impact on community members and their families
- Major harm to others by physical or other means

### Mitigating vs Aggravating Factors

#### Mitigating Factors

- No prior history of counseling or remedial intervention
- Engaging in activity tied to a reasonable teaching or research purpose/Engaging in activity inside the broadest interpretation of academic freedom
- Activity does not discriminate on UC policy-protected grounds
- One or rare occurrence(s)
- Accepting responsibility for misconduct without recurrent offense

#### Aggravating Factors

- Escalating misconduct in view of recent counseling or remedial intervention
- Discriminating on UC policy-protected grounds
- Violating policy in a repeated fashion
- Not accepting responsibility for misconduct

*Less severe sanctions* are typically recommended for cases where violations are relatively few and mostly in lower tiers

*More severe sanctions* are typically recommended when there are multiple violations in higher tiers

*Mitigating and aggravating factors* are considered in the final sanction determination