



UNIVERSITY
OF
CALIFORNIA

Michael V. Drake, MD
President

September 24, 2024

Office of the President
1111 Franklin St.
Oakland, CA 94607

The Honorable Scott D. Wiener
Chair, Joint Legislative Budget Committee
1020 N Street, Room 553
Sacramento, California 95814

universityofcalifornia.edu

Dear Senator Wiener:

CAMPUSES

- Berkeley
- Davis
- Irvine
- UCLA
- Merced
- Riverside
- San Diego
- San Francisco
- Santa Barbara
- Santa Cruz

Pursuant to Section 92618 of the Education Code, enclosed is the University of California’s report to the Campus Climate Action Plans.

If you have any questions regarding this report, Associate Vice President and Director Cain Diaz would be pleased to speak with you. Cain can be reached by telephone at (510) 987-9350, or by e-mail at Cain.Diaz@ucop.edu.

Sincerely,

Michael V. Drake, MD
President

MEDICAL CENTERS

- Davis
- Irvine
- UCLA
- San Diego
- San Francisco

Enclosure

NATIONAL LABORATORIES

- Lawrence Berkeley
- Lawrence Livermore
- Los Alamos

- cc: Senate Budget and Fiscal Review
The Honorable John Laird, Chair
Senate Budget and Fiscal Review Subcommittee #1
(Attn: Mr. Christopher Francis)
(Attn: Mr. Kirk Feely)
The Honorable David A. Alvarez, Chair
Assembly Education Finance Subcommittee #3
(Attn: Mr. Mark Martin)
(Attn: Ms. Sarah Haynes)
Mr. Hans Hemann, Joint Legislative Budget Committee
Mr. Chris Ferguson, Department of Finance
Ms. Gabriela Chavez, Department of Finance
Mr. Gabriel Petek, Legislative Analyst Office
Ms. Jennifer Pacella, Legislative Analyst Office
Mr. Ian Klein, Legislative Analyst Office
Provost and Executive Vice President Katherine S. Newman
Vice President and Chief of Staff Jenny Kao

DIVISION OF AGRICULTURE AND
NATURAL RESOURCES

Vice President and Vice Provost Yvette Gullatt
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Interim Senior Vice President Meredith Turner
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Interim Associate Vice President and Director Cain Diaz
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UNIVERSITY OF CALIFORNIA

CAMPUS CLIMATE SYSTEMWIDE FRAMEWORK

Introduction

This report is submitted by the University of California (UC) in compliance with the State Budget Act of 2024.

It is the intent of the Legislature that the University of California foster freedom of expression and the free exchange of ideas that comply with state and federal law and campus policies while also protecting student, staff, and faculty safety and access to educational opportunities. Each campus of the university shall prepare a campus climate notification by the beginning of the Fall 2024 term. The University of California Office of the President will develop a systemwide framework to provide for consistency with campus implementation and enforcement.

Each campus shall provide notification of the following to students before the start of each academic year:

- 1. The campus's time, place, and manner policy, which identifies the allowable parameters of free speech activities and the campus.*
- 2. The Student Code of Conduct, which identifies acceptable student behavior, and relevant state and federal laws, which delineate legal and illegal activities.*
- 3. The systemwide Nondiscrimination Policy, which ensures compliance with Title VI and Title VII of the Civil Rights Act of 1964.*
- 4. The process by which the campus will resolve any complaint of a violation of relevant institutional policies, state law, or federal law, including complaints against individuals not affiliated with the campus.*
- 5. The range of consequences possible for students, faculty, or staff who violate relevant institutional policies, state law, or federal law, including, but not limited to, discrimination based on shared ancestry under Title VI of the Civil Rights Act of 1964.*
- 6. How the campus may respond to activities that threaten the safety of students, faculty, or staff, and disrupt their ability to access the campus or buildings, the educational process, or activities on campus. The notification will include strategies consistent with current law for how the university intends to ensure students can safely access buildings and activities on campus.*
- 7. How the campus intends to foster healthy discourse and bring together campus community members, and viewpoints that are ideologically different, in order to best promote the educational mission of the institution and the exchange of ideas in a safe and peaceful manner.*

8. *Identify educational programs and activities for faculty, staff, and students to support the balance between free speech activities, educational mission, and student safety.*
9. *A list of the resources available on campus for faculty, staff, and students to receive mental health and trauma support.*

(b) The Office of the President of the University of California shall submit a report to the Legislature by October 1, 2024, describing the campus climate notifications and any and all efforts to ensure consistent enforcement of institutional policies, and state and federal law, that protect safety and access to educational opportunities and campus spaces and buildings. Of the funds appropriated in this item, \$25,000,000 shall be released only if the Director of Finance certifies that the University of California campuses have completed campus climate notifications and the University of California Office of the President has submitted a report by October 1, 2024.

This report provides information required by the Budget Act of 2024 for the University of California.

Systemwide Framework to Provide Consistency with Campus Implementation and Enforcement

The University of California aims to achieve the delicate but essential balance between free speech rights and the need to protect the safety of our community and maintain critical University operations. Freedom to express diverse viewpoints is fundamental to the mission of the University of California, and lawful protests play a pivotal role in that process. The University makes every effort to nurture free expression and provides countless opportunities and venues for students, faculty, staff, and other academic appointees to safely and lawfully share their diverse viewpoints and beliefs. In response to recent events, the University has sought to strengthen and clarify policies and procedures related to expressive activities to facilitate clear communication and consistent application of policies and laws.

To achieve this goal, the University has a systemwide framework comprised of five components for consistency in implementation and enforcement of its policies and for balancing free expression with safety, respect and inclusion for all in the UC community. The framework affirms academic freedom, which protects freedom of inquiry and research, teaching, and expression and publication. It supports the University's explicit policies that protect and foster extensive opportunities for free expression, speech, and assembly.

Its components are:

1. Campus notifications in compliance with the Budget Act of 2024
2. Requirements to ensure policies impacting expressive activity are understandable and accessible and address areas such as camping, unauthorized structures, free movement, masking and identification

3. Guidelines for consistency in sanctions and discipline that provide fair accountability measures against individuals whose behavior does not align with the University's policies
4. Safety and risk preparation training for campus leaders to ensure consistent response to policy and safety violations across the system while ensuring that free expression is fully supported
5. Campus climate action plans that serve as roadmaps for promoting civility and ensuring safety, fostering inclusivity and supporting well-being, advancing equity and countering discrimination, providing education and driving innovation in creating healthy campus environments

The systemwide framework supports consistency among campuses in applying University policies that comply with federal and state laws, protect lawful access to University programs and facilities, address unsafe behavior and aim to prevent the destruction of property. These policies apply regardless of the cause or content of a particular protest, speech, or other form of expression, or whether the conduct involves expression at all.

1. Campus Notifications

The Budget Act of 2024 requires the University of California to notify students, prior to the start of the fall term (August for UC Berkeley and UC Merced; September for the remaining eight campuses) of the policies, consequences, educational programs and resources outlined in Chapter 35 of the Budget Act of 2024.¹ In addition to notifying students, UC campuses notified all members of the campus community – faculty, other academic appointees, and staff – of these provisions prior to the start of their respective academic terms.

In addition to sending notifications electronically to all members of the campus community, campuses distributed their notices via webpages that connect end users to the related policies and resources. Campuses also shared notifications via new student orientations, convocations, new faculty and staff orientations, social media channels, and notices posted around campus.

All campuses complied with the campus notification requirement and the notices are available on the [UC Campus Climate](#) website.

2. Requirements to Ensure Policies Impacting Expressive Activity are Accessible, Understandable and Consistent

UC campuses have existing policies for time, place, and manner (TPM) relating to expression; more broadly applicable codes of conduct for students, faculty, other academic appointees and staff; and policies on the use of university property. The UC Office of the President issued a directive that campuses clarify their existing policies regarding encampments, unauthorized structures, free movement, masking to conceal identity with specific intent and identifying oneself. The goal is that everyone in the campus community is aware of how to balance free expression with safe and orderly campus operations. These policy directives, issued on August 19th, included the following:

¹ The University of California system comprises semester and quarter campuses. UC Berkeley and UC Merced began on August 21. The fall term began on September 21 at UC Santa Cruz; September 22 at UC Santa Barbara; September 23 at UC Davis, UC Irvine, UCLA, UC San Diego, and UC San Francisco; and September 26 at UC Riverside.

Camping or encampments: Policies must clarify that no person shall camp, set up or erect a campsite, or occupy a tent or other temporary housing structure on University property, unless specifically pre-approved.

Unauthorized structures: Policies must clarify that no person shall erect, build, construct, set up, establish and/or maintain unauthorized structures on University property.

Restricting free movement: Policies must clarify that no person shall restrict the movement of another person or persons by, among other means, blocking or obstructing their ingress or egress of roadways, walkways, buildings, parking structures, fire lanes, windows, doors or other passageways to university property, or otherwise denying a person access to a University facility or space.

Masking to conceal identity: Policies must clarify that no person shall wear a mask or personal disguise or otherwise conceal their identity with the intent of intimidating any person or group, or for the purpose of evading or escaping discovery, recognition, or identification in the commission of violations of law or policy.

Refusal to reveal identity: Policies must clarify that no person shall refuse to identify themselves while on University property to University officials who are acting in the performance of their duties in situations where assistance or intervention is needed.

3. Guidelines for Consistency in Sanctions and Discipline

The Office of the President issued guidelines to campuses that outline the accountability measures that the University will take against individuals whose conduct violates University policies. These accountability measures are intended to ensure that the University remains an inclusive space where all voices are heard and our community members can engage in their educational, academic, research, and patient care pursuits.

To ensure that all members of the University community are afforded due process, these accountability measures are taken only after disciplinary proceedings are completed with appropriate procedural safeguards.

Accountability measures for the violation of the University's policies may include but are not limited to:

Students: Educational sanctions, written warning, disciplinary probation, exclusion from areas of the campus or from official University functions, restitution, suspension, and dismissal.

Staff: Counseling memorandums, written reprimands, suspension without pay, reduction in pay, and termination or dismissal.

Senate Faculty: Informal counseling memorandums, written censure, reduction in salary, demotion, suspension without pay, non-reappointment, denial or curtailment of emeritus status, and dismissal.

Non-Senate Academic Appointees: Informal counseling memorandums, written warning, written censure, demotion, suspension without pay, reduction in salary, non-reappointment, and dismissal.

Visitors and Non-UC Affiliates: Exclusion from campus, restitution, and potential for criminal sanctions for violation of University rules in accordance with the California Education Code.

4. Safety and Risk Preparation Training

Acknowledging the complexity of real-time emergent events, campus leaders responsible for ensuring a healthy campus climate are participating in a series of safety and risk preparation exercises to practice consistent response across the system while fully supporting free expression.

These leadership training exercises use various scenarios, allowing campus teams to test their responses and receive feedback on their execution plans. Participating leaders include campus chancellors, vice chancellors for administration and student affairs, academic leaders (such as provosts and Academic Senate leaders), campus counsel, governmental relations and communications leaders, emergency services managers, and police chiefs. Initial trainings for the semester-based campuses, UC Merced and UC Berkeley, took place on August 23rd and August 27th, respectively. A systemwide training for all other campuses was held on September 12th.

During these trainings, the UC Office of Systemwide Community Safety and Risk Services provided instruction and guidance on campus responses to violations of policies and laws that may impact expressive activity, including time, place, and manner restrictions, based on a tiered-response model. If violations of local, state and federal law, or University policies occur, they are to be addressed using a consistent tiered response model at all UC locations, with an emphasis on providing community members multiple opportunities to adjust their conduct, where appropriate. University community members who are arrested for unlawful behavior must have their conduct evaluated for potential violations of University policy. Those cited for a violation of University policy must go through the applicable campus review process.

5. Campus Climate Action Plans

Campus Climate Action Plans, when complete, will articulate each campus' roadmap for promoting civility and ensuring safety, fostering inclusivity and supporting well-being, advancing equity and countering discrimination, and providing education and driving innovation. Beginning in 2025, campuses will report annually to the Office of the President on the effectiveness of their plans in light of their current conditions. The University is committed to encouraging civil discourse on complex issues while also providing students the educational

guidance and resources to foster respectful discussions that support healthy communities and a robust democracy for years to come.

With support from system-level partnerships with Hillel International and the Center for Strategic Diversity Leadership and Social Innovation (CSDLI), the University is developing comprehensive strategic plans for advancing healthy campus climate. When complete, these plans represent the campus roadmap for addressing major activities, events and incidents and how the campus is bringing together inclusive and transparent policies, strong accountability systems based on common standards, education and training, and organizational structure for safe, respectful and inclusive campus environments.

With support from these partners, University leaders are learning more about and planning for inclusion and belonging for Jewish students, and, more broadly, for all students, with a focus on affirming the inclusion of marginalized groups. Each campus is assessing its current strengths and areas of improvement and will use insights derived from those assessments to identify further actions needed to advance a healthy campus climate.

Accountability

As described earlier in this report, the University has issued and broadly communicated consistent standards for policy enforcement, issued additional clarity regarding the range of sanctions and disciplinary actions that may be applied when policies are violated, and is ensuring that every campus has an action plan in place to cultivate inclusive and respectful campus environments, affirm the sense of welcome and belonging for all groups, and maintain its standards for safety and civility.

The Office of the President, in partnership with the UC campuses, is taking the following steps to ensure consistent enforcement:

Annual compliance reporting on hate, bias and intolerance. The University will expand its annual reporting on the number of non-criminal acts of hate, bias, or intolerance to include criminal acts. The expanded report will also summarize the response/resolution in each of the following categories:

- Offensive speech
- Physical intimidation, threats/bullying
- Graffiti/vandalism

The systemwide report will be made available publicly, and the Office of the President will track trends over time to assess progress in reducing such acts and to identify additional interventions needed to improve outcomes.

Annual campus action plan review. Campus action plans will be reviewed annually by the Office of the President to ensure that plans align with this systemwide framework, reflect consistent application of policies and procedures, affirm marginalized groups, and articulate processes for discipline and sanctions that are consistent across campuses.

Education and training to reinforce values, standards and expectations. The Office of the President will make education and training on hate, bias and discrimination a requirement for all leaders, including training on laws and regulations and leadership development to identify and mitigate bias and exclusion and to protect civil rights.

Additional Actions

The University strives for continuous improvement in creating a safe, inclusive, equitable, respectful environment. Additional actions that the University has undertaken in 2023-24 include:

- **Strengthening civil rights protections** through the launch of a new [Systemwide Office of Civil Rights](#) that provides guidance and support on issues related to protecting civil rights and provides leadership, training, education, and investigative support for UC offices responsible for protecting all civil rights. In addition, through the implementation of a single systemwide [Anti-Discrimination Policy](#), which prohibits discrimination and harassment based on religion, national or ethnic origin and ancestry, including actual or perceived shared ancestry or ethnic characteristics, or citizenship or residency in a country with a dominant religion or distinct religious identity. FAQ#3 in the Anti-Discrimination Policy notes that this includes, for example, antisemitic, anti-Arab, and Islamophobic discrimination or harassment. FAQ#3 also provides specific examples.
- **Improving knowledge of the rights and responsibilities of free speech and academic freedom** through webinars and training provided by the [National Center for Free Speech and Civic Engagement](#), which include leadership workshops for campus administrators on developing and implementing free speech policies, and a back-to-basics series for UC staff and faculty on how to support student expression on campus, manage institutional responses to visits by controversial speakers or speaker disruptions, and simultaneously maintain a campus climate of inclusivity and belonging.
- **Providing additional mental health support and educational programming** that addresses bias, bigotry and discrimination with [\\$7 million in funding from the Office of the President](#) for new and expanded campus efforts.

Conclusion

The systemwide framework and the University's ongoing actions will go far in helping UC's diverse community understand what is expected of them, affirm our principles and values for safe, respectful and inclusive communities, and further our efforts to promote and exemplify healthy campus climates characterized by civility, respect, inclusivity and safety for all.