

September 2021

University of California Employment Practices Liability (EPL) Program Defense Panel RFP

We are pleased to announce UC Legal, in partnership with the Office of Risk Services Employment Practices Liability Program, is conducting a Request for Proposal (RFP) to select a limited number of preferred outside law firms to represent The University and its employees in employment related claims and/or litigation arising in Northern California.

Defense counsel selected for the panel will defend the University in lawsuits involving employment related claims arising at its Northern California campuses: Davis, Davis Medical Center, Berkeley, San Francisco, Merced, Santa Cruz and Office of the President (Oakland). Employment related claims exposure is covered by the University's General Liability Self-Insurance Program and generally includes claims of wrongful termination, unlawful discrimination, harassment and retaliation arising out of employment with the University. Labor disputes, union grievances, and arbitrations are not covered by University's Self Insured Program; as such, this type of work is not part of the work ordinarily performed by panel counsel.

The University of California serves one of the world's most diverse communities and draws its student body, its faculty, and its employees from a wide array of backgrounds, cultures, and experiences. Providing effective legal representation and advice requires that the University's legal representatives are capable of understanding and communicating with individuals from many backgrounds. Diversity of ideas, backgrounds, and experiences also promotes creativity in analyzing and solving legal problems. By establishing a diverse workplace and fostering a culture of equity and inclusion that respects individual differences, retained counsel can promote the qualities necessary to provide excellent legal service to a diverse community. As part of the application process, firms will be asked to complete a Diversity Report Card. The University uses the Diversity Report Card to assess how your firm addresses diversity and inclusion through hiring, promotion within your firm, assignment of case responsibility, promotion into leadership positions, and promoting diversity within the profession.

Firms interested in handling The University's employment litigation work are encouraged to apply. The University is particularly interested in firms that have an exceptional trial success rate, excellent legal service and those firms that have demonstrated a record of commitment to supporting and promoting diversity.

Firms currently on the UC EPL Program Defense panel representing Northern California campuses should re-apply for consideration to remain on the panel.

TO APPLY:

Application materials are available at: <https://www.ucop.edu/general-counsel/>. Applications must be uploaded to [Applicant Smartsheet](#) and **received no later than 5:00 p.m. on Friday, October 15, 2021.**

Please contact Ishtar Peeler, UC Legal administrative assistant, for questions concerning this recruitment. Email: Ishtar.Peeler@ucop.edu.

Please forward this communication to anyone who may have an interest in applying to the University of California EPL defense panel.