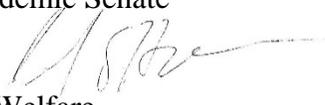


**UC RIVERSIDE** UNIVERSITY OF CALIFORNIA | **Academic Senate**  
**COMMITTEE ON FACULTY WELFARE**

April 8, 2015

To: Jose Wudka  
Riverside Division Academic Senate

From: Jennifer Hughes, Chair   
Committee on Faculty Welfare

Re: Task Force Climate Equity Discrimination Report

The Committee on Faculty Welfare offers its support for and endorsement of the Task Force Report. It should be broadly distributed to the faculty and campus community and made available on the senate website.

We are very concerned about the Task Force findings that faculty grievances are not being addressed or resolved and, further, that some faculty who have brought complaints to administrators have experienced “retaliation” and “secondary victimization.” Given the centrality of these findings to faculty welfare, we request that the Senate review this problem with the administration, including the processes by which faculty are, or are not, being accorded whistle-blower protection against retaliation.

The senate should participate fully in the ongoing administrative process to revise campus procedures and offices for responding to discrimination and harassment. This may mean the relevant leadership should meet regularly with the key administrative offices and participate in joint committees with administration.

The senate should also be willing to revise its own processes and practices as the campus moves to improve its responsiveness. With respect to the senate’s efficacy as a structure for protecting the faculty from discrimination and harassment, we reiterate the report’s recommendation that the senate needs to communicate more effectively and consistently to the faculty the resources it has available in this regard. The senate website should provide a distinct link for grievants (for those who have suffered discrimination or harassment) that describes clearly its resources and processes. On this webpage, the senate grievance process should be broken down clearly for the grievant, step-by-step, providing examples of the various ways in which a case can move through the senate and administration. A timeline (time to response) for each step of the process should be determined and clearly listed. The same page should include the relevant forms and contacts. The same page should also include information about how many grievances cases are heard by the senate each year, the time and duration of review for these cases, and provide concrete examples of various types of actual outcomes without disclosing the identity of the grievant/defendant. The senate should create time to completion guidelines for every stage of the response to complaint process.