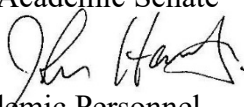




COMMITTEE ON ACADEMIC PERSONNEL

November 14, 2016

To: Dylan Rodriguez
Riverside Division Academic Senate

From: John Heraty, Chair 
Committee on Academic Personnel

Re: Proposed Revised Policy: Presidential Nondiscrimination Policy and APM 015

By a vote of +9-0-0, CAP unanimously approved the proposed changes to the draft Presidential Nondiscrimination Policy and APM 015 with two recommendations.

- 1) CAP recommends the definition of terms and grammatical inconsistencies found in both documents be realigned for consistency and to avoid misinterpretation.
- 2) CAP recommends the placement of semicolons and comas found under Types of Unacceptable Conduct in APM 015 be revised to reflect the following:

Types of Unacceptable Conduct

5. Discrimination, including harassment, against University employees or individuals seeking employment, providing services pursuant to a contract, or applying for or engaged in an unpaid internship, volunteer capacity, or training program leading to employment, for any of the following reasons: on political grounds, or for reasons of race, color, religion, sex, sexual orientation, gender, gender expression, gender identity, ethnic origin, national origin, ancestry, marital status, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), or service in the uniformed services as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), as well as state military and naval service, or, within the limits imposed by law or University regulations, because of age or citizenship or for other arbitrary or personal reasons.