



ACADEMIC PERSONNEL

UNIVERSITY OF CALIFORNIA, SANTA BARBARA

July 26, 2013

To: All Faculty, Department Chairs, and Business Officers (via SBFACU-L, SBCHR-L, SBADM-L)

From: Cindy Doherty, Director
Academic Personnel

Re: Notice of Revised Academic Personnel Manual (APM)- 015

ACADEMIC PERSONNEL POLICY ISSUANCE

Issued by Provost and Executive Vice President Aimée Dorr, revised APM - 015, The Faculty Code of Conduct, is effective immediately.

At its meeting on June 12, 2013, the Assembly of the Academic Senate approved language revising Section 015 of the APM to include within the protections of academic freedom the freedom to speak on matters of institutional policy when acting as a member of the faculty whether or not as a member of an agency of institutional governance.

Additionally, technical revisions conform with California state law referenced in the July 2012 issuance of APM - 035, Affirmative Action and Nondiscrimination in Employment. Revisions reflect changes in California's Fair Employment and Housing Act (FEHA), California Government Code Section 12900 et seq., which prohibits discrimination in employment. The California Legislature had amended FEHA to clarify that discrimination on the basis of "gender" and "gender expression" are among the prohibited types of discrimination. Revisions also were made to insure that the definition of "service in the uniformed services" is consistent with both the federal Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and California's Military and Veterans Code Section 394.

The revised policy and the issuance letter can be found online at:

<http://www.ucop.edu/academic-personnel-programs/files/apm/apm-015.pdf>

Questions related to this policy may be addressed to my attention at the e-mail below.