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February 22, 2008

To: UCSC Academic and Staff Employees  
Fr: Willeen McQuitta, Director of Staff Human Resources  
Pamela Peterson, Assistant Vice Chancellor, Academic Personnel  
Re: Proposed Revisions to UC Nondiscrimination and Affirmative Action Policies

The University is proposing to revise the following nondiscrimination and affirmative action policies:

- *UC Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employees*
- *Affirmative Action Policy Statement for UC Publications Regarding Employment Practices*
- *Personnel Policies for Staff Members 12, Nondiscrimination in Employment*
- *Personnel Policies for Staff Members 14, Affirmative Action*
- *Academic Personnel Policy 035, Affirmative Action and Nondiscrimination in Employment*

The proposed revisions pertaining to *nondiscrimination* would:

- Expand the "covered veterans" protected category to include all veterans with "service in the uniformed services". This change is needed for consistency between University policy and the Uniformed Services Employment and Reemployment Rights Act of 1994.
- Prohibit retaliation against any employee or person seeking employment for filing a complaint of discrimination or harassment pursuant to the University's nondiscrimination in employment policies.

The following two proposed revisions pertaining to *affirmative action* are needed to provide consistency with recently published regulations that implement the Jobs for Veterans Act of 2002 and would:

- Expand the category of special disabled veterans to include all veterans with service-related disabilities. It is proposed that the term "disabled veterans" replace the term "special disabled veterans."
- Add a new category of covered veterans ("Armed Forces Service Medal veterans") who, while serving on active duty in the US Military, Ground, Naval, or Air Service, participated in a United States military operation for which an Armed Forces service medal was awarded.

The proposed revisions can be found:

[http://atyourservice.ucop.edu/employees/policies\\_employee\\_labor\\_relations/proposed\\_policies/index.html](http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/proposed_policies/index.html)

As this is a UC system wide review, we are asking for your comments to the proposed revisions by March 13, 2008.

Please forward your comments concerning academic personnel policies to Susan Fellows at [sfellows@ucsc.edu](mailto:sfellows@ucsc.edu) or 459-5032.

Comments concerning staff personnel policies should be directed to Cathy Schoenfeld at [pafc@ucsc.edu](mailto:pafc@ucsc.edu) or 459-2014.