



UNIVERSITY OF CALIFORNIA

Michael V. Drake, MD
President

December 18, 2024

Office of the President
1111 Franklin St.
Oakland, CA 94607

The Honorable Scott D. Wiener
Chair, Joint Legislative Budget Committee
1020 N Street, Room 553
Sacramento, California 95814

universityofcalifornia.edu

Dear Senator Wiener:

CAMPUSES

- [Berkeley](#)
- [Davis](#)
- [Irvine](#)
- [UCLA](#)
- [Merced](#)
- [Riverside](#)
- [San Diego](#)
- [San Francisco](#)
- [Santa Barbara](#)
- [Santa Cruz](#)

Pursuant to Section 66270.7(f) of the Education Code, enclosed is the University of California’s annual report to the Legislature on Equity in Higher Education.

If you have any questions regarding this report, Associate Vice President Cain Diaz would be pleased to speak with you. Cain can be reached by telephone at (510) 987-9350, or by e-mail at Cain.Diaz@ucop.edu.

Sincerely,

Michael V. Drake, MD
President

MEDICAL CENTERS

- [Davis](#)
- [Irvine](#)
- [UCLA](#)
- [San Diego](#)
- [San Francisco](#)

Enclosure

NATIONAL LABORATORIES

- [Lawrence Berkeley](#)
- [Lawrence Livermore](#)
- [Los Alamos](#)

- cc:
- Senate Budget and Fiscal Review
 - The Honorable John Laird, Chair
 - Senate Budget and Fiscal Review Subcommittee #1
(Attn: Mr. Diego Lopez)
 - (Attn: Mr. Kirk Feely)
 - The Honorable David A. Alvarez, Chair
 - Assembly Education Finance Subcommittee #3
(Attn: Mr. Mark Martin)
 - (Attn: Ms. Sarah Haynes)
 - Mr. Hans Hemann, Joint Legislative Budget Committee
 - Ms. Jessica Holmes, Department of Finance
 - Ms. Jessica Deitchman, Department of Finance
 - Ms. Gabriela Chavez, Department of Finance
 - Mr. Gabriel Petek, Legislative Analyst Office
 - Ms. Jennifer Pacella, Legislative Analyst Office
 - Mr. Ian Klein, Legislative Analyst Office
 - Provost and Executive Vice President Katherine S. Newman

DIVISION OF AGRICULTURE AND NATURAL RESOURCES

Vice President and Vice Provost Yvette Gullatt
Associate Vice President Cynthia Davalos
Senior Vice President Meredith Turner
Executive Vice President and Chief Financial Officer Nathan Brostrom
Associate Vice President and Director Kathleen Fullerton
Associate Vice President Cain Diaz

UNIVERSITY OF CALIFORNIA
Equity in Higher Education Legislative Report
January 2025

Introduction

This report is submitted by the University of California (UC) in accordance with SB 1287 (Glazer), Chapter 892, Statutes of 2024 - Equity.in.Higher.Education.Act. The report provides information on the process of implementation and timelines for completion.

As outlined in the text of the statute, SB 1287 directs the California State University – and requests the University of California – to do as follows:

“(b) The Trustees of the California State University and the Regents of the University of California have the primary responsibility to prevent and address conduct that either creates a hostile environment for students on campus, or results in differential treatment of students on campus based on a student’s actual or perceived race, color, ethnicity, national origin, religion, or disability status.

(c) The Trustees of the California State University shall do all of the following:

(1) Adopt rules and procedures in the student codes of conduct to provide all of the following elements:

(A) Prohibit violent, harassing, intimidating, or discriminatory conduct that creates a hostile environment on campus.(B) Prohibit conduct that limits or denies a person’s ability to participate in or benefit from the free exchange of ideas or the educational mission of the California State University.

(C) Establish reasonable content-neutral time, place, and manner restrictions, and, if applicable, any advance permitting requirements for protests on campus.

(2) Adopt rules and procedures to take reasonable steps to respond to each incident described in subparagraphs (A) and (B) of paragraph (1) that creates a hostile environment on campus.

(3) Require each campus to publish on the campus’s internet website the time, place, and manner restrictions, and any advance permitting requirements for protests on campus.

(4) Develop mandatory training programs to educate students on all of the following:

(A) What constitutes violent, harassing, intimidating, or discriminatory conduct that creates a hostile environment on campus, and the procedures for investigating violations of the student code of conduct.

(B) When and where protests and gatherings may be held, including the difference between public fora, limited public fora, nonpublic fora, and private property, consistent with the First Amendment to the United States Constitution and Section 2 of Article I of the California Constitution.

(C) How to exchange views in an atmosphere of mutual respect and civility.

(5) Require, as a condition of enrollment at a California State University campus, each student attending the campus to acknowledge the campus's student code of conduct.

(d) The Trustees of the California State University and each California State University campus shall ensure that any policy adopted or enforced pursuant to this section, as applicable, is consistent with the First Amendment to the United States Constitution, Section 2 of Article I of the California Constitution, and Title VI of the federal Civil Rights Act of 1964 (42 U.S.C. Sec. 2000d et seq.).

(e) (1) On or before January 2, 2025, and annually thereafter, the Trustees of the California State University shall submit a report to the Legislature on the implementation and administration of this section. This report shall include information on student code of conduct violations relating to incidents described in subparagraphs (A) and (B) of paragraph (1) of subdivision (c).

(2) A report submitted pursuant to paragraph (1) shall be submitted in compliance with Section 9795 of the Government Code.

(f) The University of California is requested to comply with this section.”

Student Code of Conduct

Per the Budget Act of 2024, the Office of the President issued guidelines to the 10 UC campuses that outline the accountability measures that the University will take against students whose conduct violates University policies. These accountability measures are intended to ensure that the University remains an inclusive space where all voices are heard and our community members can engage in their educational, academic, research, and patient care pursuits.

The University's student conduct process is governed by the systemwide Policies Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 – Policy on Student Conduct and

Discipline¹. Each of the 10 campuses employ local implementing procedures for the prohibited action and activities articulated in PACAOS 100.00.

Criteria designed to facilitate consistent, equitable and educational sanctioning and responses to violations of the student code of conduct are used through the conduct process. Accountability measures for the violation of the University's policies may include but are not limited to educational sanctions, written warning, disciplinary probation, exclusion from areas of the campus or from official University functions, restitution, suspension, and dismissal. Sanction determinations are guided by accountability, safety, and education.

To ensure that all members of the University community are afforded due process, accountability measures are taken only after disciplinary proceedings are completed with appropriate procedural safeguards. Each case that is evaluated as a potential policy violation involves individualized fact-finding to determine appropriate actions. This combined with policies for complete due process can take several months depending on a variety of factors, such as if a student quickly accepts responsibility or requests a hearing or exercises their right to appeal sanctions. At this time, the University does not track this information at a systemwide level and does not differentiate the types of code of conduct violations outlined in SB 1287. Consistent with the statutory language of this bill, clear guidance will have to be carefully thought through to collect data that can help inform practice and be used to analyze trends. However, as a result of events of spring 2024, recent legislation—including this bill—and to monitor the accessibility and safety of our campuses, as well as to promote consistent accountability, the Office of the President has begun this process with the 10 campuses. The University will have such data by January 2026. At that time, the University will provide the requested data for academic year 2024-2025.

Finally, regarding the request that, as a condition of enrollment that each student attending a UC campus acknowledge the campus's student code of conduct, four out of the 10 campuses currently have this practice. The Office of the President will send out systemwide guidance in early 2025 to ensure that all campuses incorporate this practice by the start of the fall 2025 academic term.

Anti-Discrimination and Anti-Harassment

The University is committed to fully upholding laws protecting civil rights as well as its own systemwide policies. It has done so through the launch of a new Systemwide Office of Civil Rights² that provides guidance and support on issues related to protecting civil rights and provides leadership, training, education, and investigative support for UC offices responsible for protecting all civil rights at the campus level. Through the implementation of a single systemwide Anti-Discrimination Policy³, which prohibits discrimination and harassment based on protected categories, including religion, national or ethnic origin and ancestry, including actual or perceived

¹ <https://policy.ucop.edu/doc/2710530/PACAOS-100>

² <https://ucop.edu/civil-rights/index.html>

³ <https://policy.ucop.edu/doc/1001004/Anti-Discrimination>

shared ancestry or ethnic characteristics, or citizenship or residency in a country with a dominant religion or distinct religious identity, and related retaliation, the University has already implemented a policy that aligns with the intent of this legislation.

In addition, PACAOS 100 – Policy on Student Conduct and Discipline points to the systemwide Anti-Discrimination Policy for student cases involving discrimination and harassment based on protected categories covered by that policy. Campuses are obligated to develop and implement local procedures that fully comply with the Anti-Discrimination Policy. This information and the complaint resolution process is referenced in the campus notifications specified in the Budget Act of 2024 and on the systemwide campus climate website under Advancing Equity and Countering Discrimination⁴.

Mandatory Training

The University values the opportunity to train students on the importance of exchanging views and ideas in a manner that upholds respect for individuals and that does not become harassing, intimidating or discriminatory, particularly so in a community as diverse as the UC. It is important that any training that is developed be done with careful thought and intentionality so that the intended goals of a more informed and civically engaged student body are more likely to be achieved. Currently a cross-functional team consisting of subject matter experts in Academic Affairs, UC Legal, the Systemwide Office for Civil Rights, and the UC National Center for Free Speech and Civic Engagement are collaborating on trainings that will address the laws and policies that prohibit harassment and discrimination; those that regulate time, place and manner of expression; and skills to increase dialogue and discourse across differences. This cross-functional team is in the preliminary stages of gathering information on how to structure this training to address the statute's areas of focus, which includes determining the appropriate content for the trainings, as well as the appropriate formats for the trainings to be effectively administered. The latter involves coordination with campuses' enrollment management information systems, which vary across the UC system. In addition, part of this effort must include ensuring accessibility, both for disability access as well as language diversity. Following concept gathering and project scoping, a more specific project timeline will be created.

Throughout the process, consultation with students, faculty and campus practitioners that advise and work with students in these areas will occur. It is possible that only preliminary training may be available in advance of the January 2026 reporting deadline. The University takes this task and opportunity seriously and may look to build something more robust that integrates UC's values and expectations for a welcoming and inclusive university into other antidiscrimination trainings and new student onboardings.

⁴ <https://diversity.universityofcalifornia.edu/actions/campusclimate.html>

Time, Place, and Manner Policies

The Budget Act of 2024 requires the University of California to notify students, prior to the start of the fall term of the policies, consequences, educational programs and resources outlined in Chapter 35 of the Budget Act of 2024. This includes information about campus specific time, place and manner policies, as well as potential consequences for those found in violation of policy or law. Currently, all 10 UC campuses have websites that lists this information in detail, which can be easily navigated at the UC Campus Climate website⁵.

Furthermore, in August 2024, the UC Office of the President issued a directive that campuses clarify their existing policies around encampments, unauthorized structures, free movement, concealing identity when violating University policy or applicable laws, and identifying oneself. All 10 campuses are currently revising their policies to follow this systemwide directive and will communicate to their campus communities when revised.

Conclusion

The University has begun the process of implementing SB 1287 and will use calendar year 2025 to continue implementation. The University will report on additional outcomes by the next reporting date of January 2, 2026.

Contact Information:
Office of the President
University of California
1111 Franklin Street
Oakland, CA 94607
<https://www.ucop.edu/>

⁵ <https://diversity.universityofcalifornia.edu/actions/campusclimate.html>