EARLY RESOLUTION

It is the policy of the University not to engage in discrimination against or harassment of any person employed by or seeking employment with UC on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran. This policy is intended to be consistent with the provisions of applicable state and federal laws and University policies.

UCD RELATED POLICIES AND PROCEDURES

- Policy and UCD Procedure 12, Nondiscrimination
- Policy and UCD Procedure 14, Affirmative Action
- Policy and UCD Procedure 70, Complaint Resolution
- Section 320-20, Privacy of and Access to Information

The University of California is committed to creating and maintaining a community where all persons who are employed by the University can work in an atmosphere free from all forms of discrimination, harassment, exploitation, or intimidation.

CONFIDENTIAL RESOURCES

UNIVERSITY OF CALIFORNIA, DAVIS
PPM 380-15

A process for resolving staff complaints of discrimination at the earliest stage possible.

Striving to create an inclusive environment where everyone is treated with dignity and respect.

The Office of the Chancellor
412 Mrak Hall, (530) 752-2071
WHAT IS EARLY RESOLUTION?
The goal of early resolution is to resolve concerns promptly and effectively at the earliest stage possible, with the cooperation of all parties involved.

WHAT IS DISCRIMINATION?
An illegal or prohibited adverse employment action based on a protected characteristic or category which include the following:
- Age
- Ancestry
- Color
- Disability
- Gender/gender identity
- Genetic information
- Marital Status
- Medical Condition
- National Origin
- Pregnancy
- Race
- Religion
- Sexual Orientation
- Veteran Status

EXAMPLES OF DISCRIMINATORY BEHAVIOR:
- A supervisor refusing to give a well qualified staff member a promotion because she is pregnant
- Insisting that gay or lesbian advisors be restricted to advising gay or lesbian students

WHAT ARE THE BENEFITS OF EARLY RESOLUTION?
Promotes the Principles of Community
Fosters cooperation and communication
Facilitates a better work environment

HOW CAN THIS PROCESS HELP ME?
The Early Resolution discrimination coordinator:
- Listens to your concerns about discrimination
- Provides information and options for resolution
- Keeps you informed about the status of your complaint

THERE ARE MANY FORMS OF EARLY RESOLUTION, INCLUDING:
- Targeted educational programs for individuals or departments
- Modifying work environment
- Mediating an agreement between the parties
- Administrative Review

WHAT CAN YOU DO IF YOU FEEL YOU’VE BEEN A VICTIM OF DISCRIMINATORY BEHAVIOR?
- Contact the Early Resolution Discrimination Coordinator
- Provide detailed information about your complaint
- Seek support and counseling (see resources listed on the back of this brochure)

WHAT IS RETALIATION?
- Retaliation against any person who reports discrimination, helps someone with a report of discrimination, or takes any part in an investigation or resolution of a discrimination complaint is prohibited. Retaliation includes threats, intimidation, reprisals, or adverse actions related to employment.

WHO CAN I CONTACT ABOUT EARLY RESOLUTION?
Early Resolution Coordinator
Vickie Gomez
vlgomez@ucdavis.edu
http://occr.ucdavis.edu
530-752-2071
Office of Campus Community Relations
Mrak Hall, room 412

Faculty complaints
Contact Academic personnel
530-752-2072
5th Floor, Mrak hall

Student complaints
Contact Student Judicial Affairs
530-752-1128
3200 Dutton Hall