

From: [Diversity Outreach](#)
To: UCSFSTAFF@LISTSRV.UCSF.EDU
Subject: Presidential Guidance regarding Staff Abusive Conduct and Bullying
Date: Wednesday, September 14, 2016 3:28:11 PM

Dear Members of the UCSF Community:

UCSF strives to create and sustain a climate of respect and inclusion – one in which all UCSF students, faculty, staff, and trainees can succeed and flourish in an environment free of violence, harassment, discrimination, exploitation, and intimidation.

President Janet Napolitano recently wrote in regard to the reality that bullying and other abusive behaviors occur in every workplace. While it can be difficult to clearly identify bullying and abusive behavior, California State Assembly Bill 2053 defines abusive conduct as, "...conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests." As a result, President Napolitano has developed [Presidential Guidance](#) towards addressing this actuality.

In our mission to advance health worldwide and to redefine possible, UCSF community members must comport themselves in a manner that supports the UCSF [Principles of Community](#), [UCSF Health's PRIDE values](#), as well as [Regents Policy 1111](#), Statement of Ethical Values and Standards of Ethical Conduct, which state that UC is committed to treating everyone, regardless of functions and roles, with respect and dignity.

Resources available to the UCSF community are:

- [Office of the Ombuds](#)
- [Office of Diversity and Outreach](#)
- [Faculty and Staff Assistance Program](#)
- [Labor and Employee Relations](#)
- [Campus Administrative Policy 150-27 – Violence in the Work Place](#)

Join Chancellor Sam Hawgood and us in our efforts to nurture a culture of diversity and inclusion as well as a climate of respect and trust at UCSF.

Sincerely,

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