

Faculty Discipline Process

- 1. Faculty investigators**
- 2. Privilege and Tenure Committee**
- 3. Chancellor's decision**

Settlement or mediation may occur at any point.

Faculty Discipline Process

When the allegations include discrimination, sexual harassment, or sexual violence, there is a preliminary step:

- **Investigation by the Title IX office**
 - 1. Faculty investigators**
 - 2. Privilege and Tenure Committee**
 - 3. Chancellor's decision**

Investigation by Title IX Office

- If there is evidence that someone has violated UC policies about discrimination or sexual harassment/violence, the Office for the Prevention of Harassment and Discrimination investigates.
- Its standard of evidence is whether it is more likely than not that UC policies were violated.
- It refers reports and findings concerning faculty conduct to the Vice Provost.

Faculty Investigators

- They are appointed by the vice provost for the faculty but investigate allegations independently from the administration.
- They determine whether there is probable cause to believe that the Faculty Code of Conduct has been violated.
- The process is confidential.

Privilege and Tenure Committee

- P&T is a committee of the Academic Senate.
- Its processes generally include a formal hearing.
- It makes a recommendation to the Chancellor concerning discipline, using a clear and convincing standard of evidence.
- The process is confidential.
- Three-year statute of limitations.

Chancellor's Decision

- After receiving a recommendation from P&T, the Chancellor can consider six forms of discipline including dismissal.
- The Chancellor's decision is final for most forms of discipline except for dismissal of a tenured faculty member which requires approval by the UC Regents.