

UCR

UCR Principles of Community

Mission | *We provide HR leadership and expertise to create and support a high-performing, inclusive workplace which advances UCR's mission and strategic objectives.*

Vision | *UCR HR is the benchmark in higher education for visionary and innovative HR strategies and exemplary service delivery.*

Principles of Community



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UC is committed to providing a safe, supportive, responsive and equitable environment.

All UC community members are expected to behave in ways that support UC's Principles of Community and Regents Policy 1111 (Statement of Ethical Values and Standards of Ethical Conduct) which states that UC is committed to treating each member of the University community with respect and dignity.

Support of the Principles of Community

- Equal Employment Opportunity Commission
- California Department of Fair Employment & Housing
- Office of Federal Contract Compliance Programs

Discrimination, Harassment & Bullying

Discrimination: Treating individuals differently (less favorably) based on a protected category

Harassment: Any unwanted and/or unwelcome physical or verbal behavior

Bullying: Conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employers legitimate business interests

Retaliation

University policy prohibits retaliation against an individual for bringing a complaint of discrimination, harassment or bullying.

Retaliation against an individual who assists with a complaint or participates in an investigation or resolution of a complaint is also prohibited.

Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

Expectations

All UC community members are expected to behave in ways that support UC's Principles of Community and Regents Policy 1111 (Statement of Ethical Values and Standards of Ethical Conduct) which states that UC is committed to treating each member of the University community with respect and dignity.

Where to Go for Support

- › Supervisor or Manager
- › Ombuds Office
- › Employee & Labor Relations
- › Equal Employment & Affirmative Action
- › Title IX Office
- › Faculty & Staff Assistance Program
- › Initiate a PPSM-70 Compliant
- › Initiate a grievance
- › Whistleblower hotline