

Disciplinary Procedures Information

Disciplinary action shall be considered following a finding of violation of policy, including engaging in sexual harassment, retaliation, violating interim actions, or filing intentionally false charges of sexual harassment. The decision to pursue disciplinary action is at the discretion of the University.

The affiliation status of the accused determines the disciplinary procedure to be used:

Affiliation	Disciplinary Procedure
Senate Faculty	APM 016/UCD 016, University Policy on Faculty Conduct and the Administration of Discipline/Procedures for Faculty Discipline
Non-Senate Academic Appointee	APM 150, Non-Senate Academic Appointees/Corrective Action and Dismissal
Professional and Support Staff	PPSM 62, Corrective Action—Professional and Support Staff or PPSM 64, Termination of Career Employees—Professional and Support Staff
Managers and Senior Professionals (Salary Grades I through VII)	PPSM 65, Termination of Career Employees—Managers and Senior Professionals (Salary Grades I through VII)
Managers and Senior Professionals (Salary Grades VIII and IX)	PPSM 67, Termination of Career Employees—Managers and Senior Professionals (Salary Grades VIII and IX)
Senior Managers	PPSM UC II-64, Termination of Appointment
Represented Employees	See applicable article in union contract for corrective action, discipline, or dismissal
Students	Administration of Student Discipline

Fact finding determinations made during review of the complaint under Section 380-12 may be used as evidence in the disciplinary proceeding whenever permitted by the applicable procedure above. Whenever possible, the University avoids duplication of any factfinding process that has already been conducted, and attempts to coordinate the review process with the disciplinary process.

The complainant is generally not allowed access to the disciplinary proceeding, except as required by law in the case of sexual assault. If the complainant is needed as a witness, s/he will be notified in advance by the unit responsible for conducting the disciplinary procedure.

The outcome of the disciplinary procedure is considered confidential. The complainant is not entitled to information regarding the outcome of disciplinary procedures except as required to ensure compliance with the action, as required to ensure the safety of individuals, or as required by law.