

**CONFLICT MANAGEMENT  
RESOURCE LIST**

**Your Dean's office:** First stop for assistance is your dean's office

**Academic & Staff Assistance Program (ASAP) Davis Campus**

Davis Campus: 112 A. Street, Davis – (530)752-2727, [bacohen@ucdavis.edu](mailto:bacohen@ucdavis.edu)  
<http://www.hr.ucdavis.edu/worklife-wellness/ASAP/mgrstoolkit>;  
<http://www.hr.ucdavis.edu/ASAP>

**Academic Affairs - Office of the Vice Provost**

Matilda Aidam, Director, Faculty Relations and Development, [maidam@ucdavis.edu](mailto:maidam@ucdavis.edu)  
5th floor, Mrak Hall – (530) 752-7643

- Provide advice and consultation to Deans offices and Departments/Chairs on issues related to minimizing conflicts involving academic appointees
- Deliver training in areas of academic personnel management, including customized workshops.

Danny Gray, Director, Academic Employment and Labor Relations, [dgray@ucdavis.edu](mailto:dgray@ucdavis.edu)  
5<sup>th</sup> floor, Mrak Hall – (530) 752-2090

- Coordinate and manage faculty misconduct allegations and investigations
- Provide support on matters involving represented academic appointees and other academic labor relations issues

<http://academicaffairs.ucdavis.edu/index.html>,  
<http://academicaffairs.ucdavis.edu/resources/deans-chairs/handbook/index.html>

**Employee and Labor Relations, Human Resources – Davis**

[http://www.hr.ucdavis.edu/Employee\\_and\\_Labor\\_Relations](http://www.hr.ucdavis.edu/Employee_and_Labor_Relations)

Employee and Labor Relations (E&LR) offers “balanced advocacy” to both management and employees, as defined by the University Personnel Policies for Staff Members (PPSM), collective bargaining agreements (Memorandum of Understanding) and public employment law (State Higher Education Employee Relations Act (HEERA) are protected at all times.

**Employee and Labor Relations, Human Resources – UCDHS**

[http://www.ucdmc.ucdavis.edu/hr/hrdepts/labor\\_relations/](http://www.ucdmc.ucdavis.edu/hr/hrdepts/labor_relations/)

(916) 764-3362  
(916) 734-8646

**Harassment & Discrimination Assistance and Prevention Program (HDAPP)**

Lisa Brodkey, Director

Anonymous Call Line A-CALL (2-2255); Off-campus 752-2255, [labrodkey@ucdavis.edu](mailto:labrodkey@ucdavis.edu)

<http://hdapp.ucdavis.edu>

- Preventing harassment and discrimination from occurring at UCD by educating the campus community about the issues.
- Assisting individuals and campus units to resolve conflicts related to sexual harassment, discrimination, sexual violence, hate and bias.
- Serving as the central office for reporting/maintaining records of these complaints.

**Office of the Ombuds**

Susan Park, Program Director

Surge IV, TB 203, Suite 409, on the UC Davis campus

<http://ombuds.ucdavis.edu/index.html>

(530) 219-6750, [skypark@ucdavis.edu](mailto:skypark@ucdavis.edu)

Confidential, independent, impartial, and informal problem-solving and conflict management resource for faculty and other academics, staff, administrators and postdocs

**Student Judicial Affairs**

Don Dudley, Director

Tel: (530) 752-1128

<http://sja.ucdavis.edu/>

Administering a fair and effective disciplinary system, by enforcing student conduct standards, by upholding student rights and by responding to student grievances.

**Violence Prevention Team**, [http://www.hr.ucdavis.edu/Elr/er/wv\\_info/index.html](http://www.hr.ucdavis.edu/Elr/er/wv_info/index.html)

Evaluates issues and coordinates responses in cases of non-emergency workplace intimidation, threat of violence or act of violence.

**Student Crisis Response Team**, Campus Police (752-1230), Student Judicial Affairs (752-1128), or CAPS (752-0871). Evaluates student violence issues.

## **POLICIES**

**APM 015, The Faculty Code of Conduct**

<http://www.ucop.edu/academic-personnel-programs/files/apm/apm-015.pdf>

Outlines the rights and responsibilities of faculty, including standards of conduct and examples of unacceptable conduct. Faculty, staff and students may file complaints of alleged misconduct.

**APM 016, University Policy on Faculty Conduct and the Administration of Discipline**

<http://www.ucop.edu/academic-personnel-programs/files/apm/apm-016.pdf>

Outlines the disciplinary process and forms of discipline, and the authority for administering discipline.

**APM 140, Non-Senate Academic Appointees/Grievances**

<http://www.ucop.edu/academic-personnel-programs/files/apm/apm-140.pdf>

This policy provides non-Senate academic appointees the opportunity to present grievances. The use of this policy shall not be discouraged by the University either directly or indirectly.

**APM 150, Non-Senate Academics Disciplinary Process**

<http://www.ucop.edu/academic-personnel-programs/files/apm/apm-150.pdf>

This policy provides the standards and procedures for instituting corrective action or dismissal of non-Senate academic appointees. Corrective action or dismissal may be instituted for good cause, including but not limited to misconduct, unsatisfactory work performance, dereliction of duty, or violation of University policy. Corrective action is intended to give the non-Senate academic appointee an opportunity to improve and/or correct conduct or performance.

**APM 025, Conflict of Commitment and Outside Activities of Faculty Members**

<http://www.ucop.edu/academic-personnel-programs/files/apm/apm-025-07-01.pdf>

Provides guidance for identification and management of outside professional activities of faculty members in order to avoid conflicts of commitment while assuring that faculty may engage in a wide array of outside activities without necessary limitations.

**APM 035, Affirmative Action and Nondiscrimination in Employment**

<http://www.ucop.edu/academic-personnel-programs/files/apm/apm-035.pdf>

Also contains the UC systemwide revised policy on sexual harassment.

**Employee Contracts** (depending on bargaining unit) – grievance processes vary

<http://www.hr.ucdavis.edu/policies/index.html>

**P&P 400-20, Sexual Harassment and Sexual Violence**

<http://manuals.ucdavis.edu/ppm/400/400-20.pdf>

This section states the UC Davis policy on sexual harassment. All persons who participate in University programs and activities are covered by this policy and are strongly urged to use these options and resources to seek assistance and resolve complaints. Every effort will be made to maintain the privacy of all parties involved in the process. This section covers both campus and UCDHS programs.

**P&P 380-17, Improper Governmental Activities (Whistleblower and Retaliation policy)**

<http://manuals.ucdavis.edu/PPM/380/380-17.pdf>

This section outlines policy and procedure regarding (1) the reporting of improper governmental activities and (2) protection against interference with, and retaliation for, reporting such activities. This section also implements the process for reporting misuse of university resources.