

Department Chair Fall Forum: Legal/Policy



Presented at UCR by

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Role of Campus Counsel

- Duty to the Regents (the Institution)
- Dual Report to Chancellor and to General Counsel
- Clients include Upper Level Administrators of UCR (including Associate Vice Chancellor Lam and her Equity Advisors)
- Office is a resource funded by the Chancellor to the Schools and Departments within UCR and OP

Learn to ISSUE SPOT

- You don't have to act as counsel
- You don't have to act as ombuds
- You don't have to act as HR rep, Affirmative Action Office, Chief Compliance Officer, VPAR or Chief Bottle Washer

Top Issues for Past 5 Years

- Faculty:
 - Hiring/Promotion/Retention/Diversity
 - Freedom Of Speech/Academic Freedom/Bullying
 - Title IX/CANRA
 - Disability Accommodation
 - Discipline
 - Hostile Work Environment
 - Discrimination
 - Research Misconduct
 - Conflict of Commitment

Top Issues

- Students:
 - ▣ Disability Accommodation
 - ▣ Free Speech/DACA/Immigration
 - ▣ Title IX/CANRA
 - ▣ Understanding when they are acting as a student versus an employee (CBA)
 - ▣ FERPA/HIPAA
 - ▣ Hostile Learning/Work Environment
 - ▣ Posting/Recording IP of Faculty
 - ▣ Mental Health/Behavior Issues

Top Issues for Discussion

- Administrative:
 - Public Records Act (PRA) and Information Practices Act (IPA) requests
 - Disability Accommodation
 - Delegations of Authority
 - Stop the Clock
 - Whistleblower Claims (LDO)
 - Title IX/VAWA

Other Issues

- DACA (Deferred Action for Child Arrivals)
- Social Media Harassment
- Stop the Clock
- Investigations
- Title IX
- Abuse of Power
- Consensual Relations Policy
- Tape Recording/Videotaping in Class
- Other

Contracting

- Use Procurement Departments
- Use of University Name
- Indemnification of Third Parties
- Intellectual Property

Real Life Examples:

- ❑ MAGA HAT
- ❑ PALESTINE “R” COURSE
- ❑ POLITICAL SPEECH IN CLASS
- ❑ EPILEPTIC SEIZURE DURING CLASS
- ❑ HOOK UP APPS/Social Media
- ❑ OTHER?
- ❑ COVID 19 Issues?

Questions/Discussion

