



Ahmet Palazoglu
Chair, Assembly of the
Academic Senate
Faculty Representative,
UC Board of Regents

Academic Senate

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senate.universityofcalifornia.edu

CAMPUSES

Berkeley
Davis
Irvine
UCLA
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Riverside
San Diego
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Santa Barbara
Santa Cruz

MEDICAL CENTERS

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Irvine
UCLA
San Diego
San Francisco

NATIONAL LABORATORIES

Lawrence Berkeley
Lawrence Livermore
Los Alamos

June 5, 2026

Katherine S. Newman
Provost and Executive Vice President, Academic Affairs

Re: Systemwide Review of Proposed Revisions to PACAOS 100.00 and
PACAOS-Appendix H

Dear Provost Newman:

As requested, I distributed for systemwide Academic Senate review the proposed revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H. Nine Academic Senate divisions submitted comments. These were discussed at the Academic Council's May 27, 2026 meeting, and the feedback compiled is attached for your reference.

California Assembly Bill 602 (2025) established new state requirements for medical amnesty in higher education disciplinary processes. The proposed revisions to PACAOS 100.00 and Appendix H are intended in part to align with these requirements within the student conduct framework.

In general, Senate reviewers supported the stated goals of improving consistency, clarity, transparency, and timeliness in student conduct processes across campuses. Several divisions observed that the revisions clarify or formalize practices already in place.

Many reviewers support the revised medical amnesty provisions and the broader emphasis on encouraging students to seek assistance in alcohol- and drug-related emergencies without fear of disciplinary consequences. Reviewers saw the revisions as promoting student well-being, reductions in harm, and campus safety through more health-centered approaches.

At the same time, several divisions raised concerns about provisions that could unintentionally discourage students from seeking assistance, including limitations restricting amnesty to once per term and requirements tied to mandatory intervention programs. Reviewers also requested clarification about the definition of "emergency," whether students assisting others would receive amnesty protections, and whether the language should more closely align with Assembly Bill 602.

Reviewers also focused on the need for greater procedural clarity and technical consistency. Several identified inconsistent internal references and requested clarification regarding the relationship between PACAOS 100.00 and Appendices G and H. Reviewers also recommended more precise definitions of key terms and roles, including “Student Conduct,” “Student Conduct Administrator,” and hearing and appeal procedures.

Several divisions raised concerns about due process and fairness in the proposed framework, including the clarity of standards of proof, grounds for appeal, advisor participation, hearing timelines, the role and independence of appeal authorities, and decision-making authority at different stages of the process. Some also expressed concern that certain conduct categories in Appendix H could be interpreted too broadly without additional clarification or examples, particularly in ways that could affect expressive activity. Recommendations included strengthening procedural safeguards, clarifying the role of neutral or impartial decision-makers, more clearly defining campus and systemwide authority, and clarifying faculty participation in disciplinary processes, particularly in cases involving academic misconduct.

Reviewers also recommended strengthening provisions for disability accommodations and language access services, improving communication to students about policy changes and amnesty protections, and considering the challenges that some smaller campuses may face in implementing the proposed framework.

Overall, the Senate views the revisions as a positive step toward a more coherent and standardized student conduct framework, but emphasizes that additional clarification would strengthen the policy and support more equitable and effective implementation.

Sincerely,



Ahmet Palazoglu
Chair, Academic Council

cc: Academic Council
Chief of Staff Beechem
Director Heng
Senate Division Executive Directors
Senate Executive Director Lin



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May 14, 2026

Ahmet Palazoglu
Chair, Academic Council

RE: Proposed Revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS Appendix H

Dear Ahmet,

The proposed revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS Appendix H were forwarded to all standing committees of the Davis Division of the Academic Senate. Five committees responded: Graduate Council (GC), Undergraduate Council (UGC), and the Faculty Executive Committees of the College of Biological Sciences (CBS), the College of Letters and Science (L&S), and the School of Medicine (SOM).

Committees express no objection to the proposed revisions. UGC explicitly notes their agreement with the proposed investigation and resolution procedures and the revisions made for compliance with Assembly Bills (ABs) 602 and 1575 regarding amnesty.

The Davis Division appreciates the opportunity to comment.

Sincerely,



Katheryn Niles Russ, Ph.D.
Chair, Davis Division of the Academic Senate
Professor of Economics
University of California, Davis

Enclosed: Davis Division Committee Responses

c: Monica Lin, Executive Director, Systemwide Academic Senate
Michael LaBriola, Assistant Director, Systemwide Academic Senate
Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

May 11, 2026

Katheryn Russ

Chair, Davis Division of the Academic Senate

RE: Proposed Revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS Appendix H

As delegated by Graduate Council, the Graduate Council Administrative Committee (GCAC) has reviewed the **Proposed Revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS Appendix H**. The GCAC did not have any comments.

Graduate Council thanks the Academic Senate for the opportunity to review and comment on this request for consultation.

May 5, 2026

Katheryn Russ

Chair, Davis Division of the Academic Senate

RE: Request for Consultation: Proposed Revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS Appendix H

Dear Kadee:

The Undergraduate Council (UGC) has reviewed and discussed the request for consultation regarding the proposed revisions to the Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS Appendix H. UGC is in agreement with the proposed revisions for investigation and resolution procedures, as well as those made for compliance with Assembly Bill 602 (AB 602) and Assembly Bill 1575 (AB 1575) regarding amnesty.

The Council has no further recommendations and appreciates the opportunity to comment on the proposed revisions.

Thank you.



David Kyle
Chair, Undergraduate Council

Proposed Revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS Appendix H

FEC: School of Medicine Committee Response

May 11, 2026

The SOM FEC reviewed this proposed revision and shared it with the Office of Medical Education Leadership Team and Committee/Council Chairs – Drs. Servis, Hou, Jain, Olson, Rea, and AD Rai, and Chairs Moshiri (CSP), Plant (CEP), Butani (HPC), and Molla (LCC), No concerns about these changes were expressed by the reviewers.

May 12, 2026

Ahmet Palazoglu
Chair, Academic Council

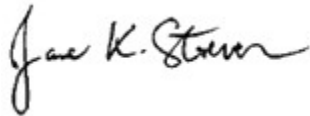
Re: Proposed Revised Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 & Appendix H

At its meeting on May 5, 2026, the Irvine Division Cabinet discussed the proposed revised Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and Appendix H. The chairs of the Council on Teaching, Learning, and Student Experience (CTLSE) and the Council on Equity and Inclusion (CEI), which also reviewed the proposal, shared the councils' feedback, and Cabinet members appreciated the questions the councils are raising and agreed that it would be critical to have them addressed. The councils' feedback is attached for your review.

Some Cabinet members raised broader concerns about central, systemwide communication in terms of the Office of the President (OP) disseminating information about legislative implications on university policies and operations. While they understand that communication to students about changes to PACAOS specifically is the responsibility of each campus, they stressed the importance of OP providing timely and clear communication not only about policy updates but also the legislation driving those updates whenever applicable.

The Irvine Division appreciates the opportunity to comment.

Sincerely,



Jane Stoever, Chair
Academic Senate, Irvine Division

Cc: Lisa Grant Ludwig, Chair Elect-Secretary
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director

April 23, 2026

Jane Stoever, Chair
Academic Senate, Irvine Division

Re: Review of the Proposed Revised Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 & Appendix H

The Council on Equity and Inclusion (CEI) reviewed the Proposed Revised Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 & Appendix H, at its meeting on April 6, 2026.

Members raised the following implementation and communication concerns:

1. What action would be taken if amnesty is not provided?
2. Who's keeping track of the frequency?
3. Won't be criminalized use of the drug, but will the revision criminalize the possession of the drug?
4. What communication plan is in place so students will know that the amnesty policy is in place?
5. Will there be a website, information sessions, campaigns to Resident Advisors (RAs), and pamphlets or posters at the counseling center?

The council appreciates the opportunity to comment.

If you have any questions, please do not hesitate to reach out to me.

Sincerely,



Kristina Uban, Chair
Council on Equity and Inclusion

Cc: Lisa Grant Ludwig, Chair Elect-Secretary
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director
Casey Lough, Assistant Director & CEI Analyst



April 20, 2026

JANE STOEVER, CHAIR
ACADEMIC SENATE – IRVINE DIVISION

Re: Systemwide Proposed Revised Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 & Appendix H

The systemwide Senate distributed for review the proposed revised Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and Appendix H. The proposed revisions to PACAOS 100.00 and the introduction of Appendix H stem from a systemwide review of student conduct policies initiated in 2025 to promote greater consistency, clarity, and timeliness in disciplinary processes across campuses.

The Council on Teaching, Learning, and Student Experience (CTLSE) discussed this issue electronically and at its meeting on April 6, 2026, and members had the following comments and recommendations:

1. Overall, members agreed that these revisions are meant to promote greater consistency, clarity, and timeliness in disciplinary processes systemwide, and also incorporate recently enacted California legal requirements in 2025's Assembly Bill 602.
2. Appendix H references "Section 104.95" in some places and "Section 104.100" in others. These cross-references should be reconciled and made consistent across both documents before finalization.
3. Section 102.01 is listed as grounds for discipline under PACAOS 100.00 but is absent from Table A in Appendix H. While the document notes campuses may have their own academic misconduct procedures, clearer guidance on how this interacts with Appendix H would be helpful.
4. Section 104.100 states that it only applies to a student who receives "emergency medical assistance," but AB 602 does not limit this amnesty to emergency contexts. It was recommended to remove "emergency" from the policy to encourage students to seek medical treatment for problems due to alcohol or drug use, regardless of whether the situation qualifies as an emergency or not.
5. AB 602 states that it is the intent of the Legislature for the UC "to provide restorative justice practices for disciplinary proceedings for violations of the institution's rules and regulations related to drug and alcohol use, when deemed appropriate based on the totality of circumstances." However, the revised policy does not include any relevant language. It was recommended that this language be added to reflect the legislative intent.
6. Section III of Appendix H states when other procedures, from Appendices E, F, or G, apply. However, it does not specify who determines whether a case involves sexual violence, sexual harassment, or discrimination. Clarification on who makes this determination and how the determinations are made should be included.

Sincerely,

Mary McThomas

Mary McThomas, Chair
Council on Teaching, Learning, and Student Experience

CC:

Julie Kennedy, CTLSE Analyst
Academic Senate

Jisoo Kim, Executive Director
Academic Senate

Gina Anzivino, Associate Director
Academic Senate

Casey Lough, Assistant Director
Academic Senate



May 21, 2026

Ahmet Palazoglu
Chair, UC Systemwide Academic Senate

Re: (Systemwide Senate Review) Proposed Presidential Policy: PACAOS 100 and PACAOS Appendix H

Dear Chair Palazoglu,

The UCLA divisional Executive Board (EB) reviewed the proposed presidential policy: PACAOS 100.00 and PACAOS Appendix H and the enclosed committee/council feedback at their meeting on May 21, 2026. EB members agreed to share the following advice for systemwide consideration.

Members suggested clarifying the following elements of the proposed policy:

Regarding 104.100, clarify how amnesty affects a student's record and any disciplinary actions. Also, clarify why possession was removed and how it differs from personal use.

Include information about which university officials determine the tier or category as they seem subject to context and interpretation.

Describe when Senate faculty would be included in assessing claims, particularly related to academic dishonesty.

Ensure that the policy does not dissuade students from seeking medical help for others because they are concerned about disciplinary action for their own potential illicit substance use. Revised wording may better protect students.

Thank you for the opportunity to advise on this issue.

Sincerely,



Megan McEvoy
Chair, UCLA Academic Senate

Encl.

Cc: Kathy Bawn, Immediate Past Chair, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate
Tim Groeling, Vice Chair/Chair Elect, UCLA Academic Senate

April 22, 2026

To: Megan McEvoy, Chair, Academic Senate

From: Dorota Dabrowska, Chair, Graduate Council

Re: (Systemwide Senate Review) Proposed Presidential Policy: PACAOS 100.00 and PACAOS Appendix H

At its meeting on April 17, 2026, the Graduate Council discussed the proposed *Presidential Policy PACAOS 100.00* and *Appendix H*. Members offer the following for consideration.

While the proposed changes in 104.100 stated that students who receive emergency medical assistance will not be subject to disciplinary actions and may receive amnesty, members recommend clarifying whether the incident will be noted in the student's records and what is considered to be disciplinary actions.

Members also noticed a typo in Appendix H, which still references 104.95 instead of 104.100.

We appreciate the opportunity to express our views on this matter. If you have any questions, please contact us via Graduate Council Analyst, Emily Le, at ele@senate.ucla.edu.

To: Megan McEvoy, Chair, Academic Senate

From: Jennifer Wagman, Chair, Committee on Rules and Jurisdiction

Date: May 12, 2026

Re: (Systemwide Senate Review) Proposed Presidential Policy: PACAOS 100.00 and PACAOS Appendix H

At its meeting on May 4, 2026, the Committee on Rules and Jurisdiction (CR&J) discussed the proposed Presidential Policy: PACAOS 100.00 and PACAOS Appendix H. The Committee found the proposed policy to be internally consistent and provided additional comments:

The Academic Senate's and the faculty's role in these student conduct policies are not explicitly defined, although the Senate and Senate faculty currently participate in student disciplinary procedures on some campuses. Members expressed a strong desire for robust faculty participation in the implementation of policies involving students.

The policy should better define who has the final decision-making authority at each stage of the process, as well as who has authority to overturn decisions. Clarifying this authority is essential to avoid outcomes that feel random or inconsistent.

The balance between systemwide requirements and campus discretion is not clearly articulated. While members acknowledged the importance of an overarching policy to ensure uniformity and compliance, members also desired a democratic process that prioritizes local control, ensuring that individual campus differences are respected. Explicit language describing campus implementation would clarify what areas are within campus discretion.

Some members expressed concerns that increased systemwide uniformity could lead to a concentration of administrative authority or insufficient checks and balances. Some members expressed nervousness that these policies could be used inconsistently for political purposes, such as against specific student organizations or protest groups, and emphasized the need for increased checks and balances throughout the process to protect the student body.

Members noted that the proposed policy remains binary with respect to gender.

Thank you for the opportunity to review and comment. If you have any questions, please do not hesitate to contact me at jennwagman@ucla.edu or via the Committee's analyst, Lori Ishimaru, at lishimaru@senate.ucla.edu.

cc: April de Stefano, Executive Director, Academic Senate
Lori Ishimaru, Principal Policy Analyst, Academic Senate
Members of the Committee on Rules and Jurisdiction

May 4, 2026

To: Megan McEvoy, Chair, Academic Senate

From: Jeff Maloy, Undergraduate Council Chair

Re: (Systemwide Review) Proposed Presidential Policy: PACAOS 100.00 and PACAOS Appendix H

At its meeting on May 1, 2026, the Undergraduate Council (UgC) discussed the proposed revisions to PACAOS 100.00 and Appendix H, and shared the following comments and questions:

- In Section III.E (Advisors), members suggest providing additional specificity as to who may serve as a University-appointed advisor. The provision that “The Advisor may not speak on behalf of the student at any time in the conduct process” (point 1) raises equity concerns and may disadvantage students with limited resources for self-advocacy, such as first-generation students, neurodivergent students, or non-native English speakers. Particularly for high-stakes academic misconduct hearings, members recommend allowing for a process in which advisors may speak on a student’s behalf, as is permitted in cases involving sexual violence or harassment. Members also suggest clarifying what counts as an “unreasonable delay” (point 4).
- Sections IV (Compliance/Responsibilities) and V (Procedures) allow for campuses to amend policies and adopt local procedures. What is the rationale for allowing flexibility at the divisional level? What is the process for doing so?
- Members suggest correcting the following typographical error in Section II of Appendix H: “cases involving academic misconduct, as defined in Section ~~102.02~~ 102.01, when campuses have adopted campus specific procedures to adjudicate academic misconduct.”

Thank you for the opportunity to opine. With any questions, please contact us via the UgC Analyst.

Cc: Kathy Bawn, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate
Tim Groeling, Vice Chair/Chair Elect, Academic Senate
Julia Nelsen, Principal Policy Analyst, Undergraduate Council

UCLA MEMORANDUM

FACULTY EXECUTIVE COMMITTEE
College of Letters and Science

A265 Murphy Hall
Box 951571
Los Angeles, California 90095

To: Megan McEvoy, Chair, Academic Senate, UCLA
Fr: Erin Debenport, Chair, College Faculty Executive Committee
Date: May 12, 2026
Re: **Response to the Systemwide Senate Review of Proposed Presidential Policy: PACAOS 100.00 and PACAOS Appendix H**

The College Faculty Executive Committee (FEC) at UCLA appreciates the opportunity to comment on the *Systemwide Senate Review of Proposed Presidential Policy: PACAOS 100.00 and PACAOS Appendix H*. After a review of the report, we offer the following comments.

While the updates to PACAOS 100.00 and Appendix H aim to standardize conduct processes systemwide, we remain mindful of the complexities involved in the standardization of such a framework. It is our hope that these new pathways for investigations and hearings truly streamline the process rather than adding unnecessary administrative layers to an already complex system.

As always, our membership appreciates the consultative process and welcomes the opportunity to participate in the discussion of important matters like this. You are welcome to contact us with questions.

The College Faculty Executive Committee

May 14, 2026

To: Megan McEvoy, Chair, Academic Senate

From: Elizabeth Rose Mayeda, Chair, Faculty Welfare Committee

Re: Systemwide Senate Review Proposed Presidential Policy: PACAOS 100.00 and PACAOS Appendix H

At its May 5, 2026, meeting, the Faculty Welfare Committee (FWC) reviewed and discussed the Systemwide Senate Review Proposed Presidential Policy: PACAOS 100.00 and PACAOS Appendix H. Members offered the following comments.

The FWC believes the proposed policy poses significant risks by fostering a restrictive environment for students that could disrupt the existing balance of freedom of expression and speech and undermine educational goals.

Thank you for the opportunity to opine on the proposed policy. If you have questions, please do not hesitate to contact me at mayeda@g.ucla.edu or the committee analyst, Renee Rouzan-Kay, at rrouzankay@senate.ucla.edu.

CC: Tim Groeling, Vice Chair/Chair-Elect, Academic Senate
Kathleen Bawn, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate
Renee Rouzan-Kay Senior Policy Analyst, Academic Senate
Members of the Faculty Welfare Committee

May 14, 2026

To: Executive Board Members
c/o Megan McEvoy, Chair
Academic Senate

From: Vinay Lal, Chair
Committee on Charges

Re: Proposed Revisions to Systemwide Revisions to PACAOS (Policy Applying to Campus Activities, Organizations and Students)

The Charges Committee had an opportunity to review proposed revisions of PACAOS 100 and its new Appendix H. According to the cover materials, these revisions are meant to establish “a shared adjudication framework with core procedural standards and . . . an appendix that includes systemwide guidelines for student conduct sanctions.”

In particular, this new “Appendix H” to the Systemwide policies for students and student organizations states that campus policies “must afford due process, ensure impartiality, and maintain the integrity of the educational environment.” The conduct it covers is listed in a table on pages 11-14 of the appendix and does not pertain to academic, Title IX, or discrimination misconduct.

The covered conduct includes many serious types of misconduct, such as theft, forgery, physical assault, weapons or violence, stalking, terrorizing others, and substance abuse (alcohol, drugs). It also includes student conduct that is likely aimed at “expressive activities,” such as “obstruction or disruption of University Operations (teaching, research, service),” “Disruption/Obstruction of University Activities,” or “Failure to Comply with a University Official.” The Committee notes that the “adjudication framework” is similar to one proposed for imposition of tiers of sanctions on faculty for “Expressive Activities.” This is a wide range of conduct to be subject to the same tiers of sanctions.

Several terms are not defined. “Investigation Process” states “Allegations of misconduct will be investigated by Student Conduct or their designee.” Presumably “Student Conduct” is a reference to the offices on campuses that carry out the process, meaning there is no clarity on who carries out the investigation. Unless a suspension or dismissal is proposed, student cases are both reviewed and adjudicated by a “Student Conduct Administrator” and finalized by the “Local Implementing Officer.” The process is described as: “The Student Conduct Administrator will review the facts and information available and shall determine, based on the preponderance of the evidence, whether it is more likely than not the student violated University policy.” Charges is concerned that this may invest too much power in one individual, especially as the role is undefined. Students can appeal Student Conduct Administrator decisions to a “designated appeal body,” but only for very limited reasons (procedural errors, new information, a disproportionate discipline). Only cases with proposed dismissal or suspension may opt for a hearing. While members appreciate the goal of more timely resolutions, these should not come at the cost of due process, which this process, as described, seems to lack.

cc: April de Stefano, Academic Senate Executive Director
/mmo



OFFICE OF THE ACADEMIC SENATE

Kevin Mitchell, Chair of the Academic Senate

senatechair@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED

5200 North Lake Road

Merced, California 95343

May 19, 2026

To: Ahmet Palazoglu, Chair, Academic Council

From: Kevin Mitchell, Chair, UC Merced Divisional Council (DivCo)

Re: [Presidential Policy Applying to Campus Activities, Organizations and Students \(PACAOS\) 100.00 and PACAOS-Appendix H](#)

The Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.0 and PACAOS-Appendix H were distributed to the Merced Division Senate Committees and the School Executive Committees for review. Comments submitted by the following committees are appended to this memo and summarized below.

- Committee on Rules and Elections (CRE)
- Committee for Equity, Diversity and Inclusion (EDI)
- Graduate Council (GC)
- Undergraduate Council (UGC)
- School of Natural Sciences Executive Committee (NSEC)

On May 8, 2026, the Divisional Council (DivCo) reviewed and discussed the feedback submitted by these committees. A summary of DivCo's discussion follows.

DivCo generally found the revisions reasonable, well organized, and aligned with the stated goals of improving consistency, clarity, and fairness across UC campuses. Committees recognized the value of establishing a more standardized framework governing student conduct processes, from initial assessment by the Student Conduct Office through investigation, educational or disciplinary resolutions, and, where appropriate, appeals or formal hearings involving serious sanctions such as suspension or dismissal. While the policy was viewed favorably overall, committees identified several areas where additional guidance and procedural detail would strengthen the policy.

A recurring theme in committee feedback concerned clarity, consistency, and technical precision. Several committees identified ambiguities in terminology, formatting inconsistencies, and areas where definitions or references should be clarified. CRE questioned whether certain citations should instead reference Section 104.100 rather than 104.95 and noted formatting inconsistencies within the revised section. UGC similarly recommended correcting formatting issues and defining the acronym "DOE." UGC also observed ambiguity regarding references to "Student

Conduct” and recommended more clearly identifying the responsible office or entity. NSEC suggested a minor wording revision in Appendix H, Section III.A, recommending “an alcohol- or drug-related” rather than “the alcohol- or drug-related” to avoid unintended specificity. More broadly, committees stressed the importance of clearly defining roles, responsibilities, and procedural terminology throughout the policy.

Committees also emphasized the need for greater procedural specificity and transparency, particularly regarding timelines and hearing procedures. CRE recommended placing limits on repeated hearing rescheduling requests tied to advisor availability to avoid unnecessary delays. UGC requested a clearly defined timeline for issuance of written notice following the Initial Assessment stage. GC further noted that the roles and responsibilities associated with the “Student Conduct Administrator” remain insufficiently defined and would benefit from additional clarification regarding authority and procedural responsibilities.

A substantial portion of committee feedback focused on due process protections, fairness, and the integrity of the appeals process. GC raised concerns regarding application of the “preponderance of evidence” standard in cases involving serious sanctions and recommended additional guidance or standardized criteria for decision-makers applying this evidentiary threshold. GC also identified ambiguity regarding appeal grounds related to evidentiary sufficiency and recommended clarifying when and how such appeals may proceed. Committees further emphasized the importance of maintaining clear separation between original decision-makers and appeal bodies in order to preserve the integrity and impartiality of the review process.

Accessibility and equity considerations were also emphasized in committee discussions. EDI noted that the policy language stating the university “will consider” disability accommodations and language interpretation requests may not provide sufficiently strong protections for meaningful participation by all parties. EDI therefore recommended that UCOP work with the Office of General Counsel to strengthen these provisions and provide clearer commitments regarding accommodations and language access support. Committees generally agreed that ensuring equitable participation in student conduct proceedings should remain a central consideration in implementation of the revised framework.

Finally, committees raised concerns regarding implementation feasibility and operational capacity, particularly for smaller campuses such as UC Merced. GC observed that the proposed framework appears to assume the existence of multiple distinct administrative roles, including investigators, decision-makers, and appeal bodies, which may not be realistic given existing staffing constraints. Members noted that smaller campuses may lack sufficient personnel to fully separate these responsibilities while preserving procedural independence. To address these concerns, committees suggested exploring systemwide coordination mechanisms or shared inter-campus support structures that could provide additional staffing or adjudicative support for appeals and hearings.

Taken together, committees viewed the proposed revisions as a meaningful and constructive step toward establishing a more consistent, transparent, and coherent student conduct framework across the UC system. At the same time, they emphasized the importance of providing additional clarification, strengthening procedural guidance, enhancing accessibility protections, and

carefully considering the practical realities of implementation. Attention to these issues will be essential to promoting equitable application of the policy and ensuring its effective administration across campuses with differing sizes, structures, and institutional capacities.

DivCo supports the perspectives and recommendations advanced by the various committees and believes their collective feedback reflects thoughtful consideration of both the policy's goals and its practical implications for implementation across the UC system.

We thank you for the opportunity to review this Presidential policy.

Cc:

DivCo Members

School Executive Committee Chairs

UCM Senate Office

UCOP Senate Office



ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON RULES AND ELECTIONS (CRE)

UNIVERSITY OF CALIFORNIA, MERCED

April 17, 2026

To: Kevin Mitchell, Chair, Divisional Council

From: Committee on Rules and Elections (CRE)

Re: [Presidential Policy Applying to Campus Activities, Organizations and Students \(PACAOS\) 100.0 and PACAOS-Appendix H](#)

The Committee on Rules and Elections (CRE) reviewed the Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.0 and PACAOS-Appendix H and offers the following comments.

PACAOS-Appendix-H: Student Conduct Investigation and Resolution Framework

- a. Section III.III.A – Initial Assessment (page 3 of clean copy)
CRE questions whether the reference should be Section 104.100, and notes that this was changed from 104.95 to 104.100.
- b. Section III.III.E.4 – Advisors (page 5 of clean copy)
CRE notes that the availability of the Advisor and the repeated rescheduling are vague and recommends establishing a limit on the number of rescheduling attempts.
- c. Footnote – Table A: Guiding Framework for Sanctions and Actions by Tier and Type of Violation (page 14 of clean copy)
CRE believes the reference should be to Section 104.100 (of the PACAOS 100.00).

PACAOS-100: Policy on Student Conduct and Discipline

CRE wonders if Section 102.27 (page 3 of clean copy) should also contain reference to PACAOS Appendix G to be consistent with the revised Table A in PACAOS-Appendix-H, and would like to note the awkward alignment and font for the revised Section 104.100 (pages 9-10 of clean copy).

We thank you for the opportunity to review and comment.

CC: CRE Members
Senate Office



ACADEMIC SENATE, MERCED DIVISION
COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

UNIVERSITY OF CALIFORNIA, MERCED

April 17, 2026

To: Kevin Mitchell, Chair, Divisional Council (DivCo)

From: Sean Malloy, Chair, Committee for Equity, Diversity and Inclusion (EDI)

Re: [Presidential Policy Applying to Campus Activities, Organizations and Students \(PACAOS\) 100.0 and PACAOS-Appendix H](#)

The Committee for Equity, Diversity and Inclusion (EDI) reviewed the proposed revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.0 and PACAOS-Appendix H and offers the following comments.

While the bulk of these documents do not raise EDI concerns, EDI would like to call attention to the following provisions of Appendix H: Section III.III. (page 37 of the proposed revisions):

“I. Disability-Related Accommodations. Student Conduct will consider requests from the student and witnesses for disability-related accommodations.

J. Language Interpretation. Student Conduct will consider requests from the student and witnesses for language interpretation.”

While EDI understands that the document must retain some flexibility and room for discretion, the language “will consider” seems insufficient for dealing with disability and language interpretation requests from students and witnesses. EDI urges that UCOP work with the Office of General Counsel (OGC) to craft stronger language for Sections III.III.I. and III.III.J. to ensure that all participants in the process are able to participate fully regardless of disability or language issues.

We thank you for the opportunity to review and comment.

Cc: EDI Members
Senate Office



ACADEMIC SENATE, MERCED DIVISION
GRADUATE COUNCIL (GC)

UNIVERSITY OF CALIFORNIA, MERCED

April 17, 2026

To: Kevin Mitchell, Chair, Divisional Council (DivCo)

From: Irene Beattie, Chair, Graduate Council (GC)

Re: [Presidential Policy Applying to Campus Activities, Organizations and Students \(PACAOS\) 100.0 and PACAOS-Appendix H](#)

At their March 30, 2026 meeting, members of the Graduate Council (GC) reviewed the proposed revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.0 and PACAOS-Appendix H and offer the following comments.

PACAOS-Appendix-H: Section III.III.H. Standard of Proof (page 37 of the proposed revisions)
The policy uses the “preponderance of evidence” standard (“more likely than not”). Given that this is a relatively low evidentiary threshold, and that outcomes may include serious sanctions such as suspension or dismissal, GC recommends clarifying how decision-makers are guided to apply this standard more carefully and rigorously, especially in serious cases.

PACAOS-Appendix-H: Section IV.D.4. Formal Hearing (page 39 of the proposed revisions)
The appeal grounds focus on new information, procedural error, and disproportionate sanctions. However, it is unclear whether a student can appeal if the decision itself is not well supported by the evidence. This may be intended to fall under procedural error, however GC recommends making that more explicit.

Throughout the policy, significant reliance is placed on the role of the “Student Conduct Administrator,” yet the qualifications for this position and the structure of its responsibilities are not clearly defined. In particular, it is unclear whether investigative functions, decision-making authority, and the imposition of sanctions are intended to be consolidated within a single individual or entity, or whether these responsibilities are meant to be distributed among multiple roles.

Additionally, while the policy references an “appeal body,” it does not address the degree of independence required between the appeal body and the original investigator or decision-maker. Especially on smaller campuses, there is a risk that these roles could overlap, undermining the integrity of the appeal process. GC recommends clarifying expectations regarding the separation of roles to ensure that appeals function as a meaningful, independent second level of review.

More broadly, the policy framework appears to assume a staffing model that includes multiple distinct roles (e.g., case handler, investigator, decision-maker, and appeal body). This assumption may not be realistic for all campuses, particularly smaller ones with limited administrative capacity. In this context, GC believes that shared or inter-campus support structures could be beneficial, especially for

smaller campuses. While this may raise implementation considerations beyond the policy itself, the issue is closely related and warrants acknowledgment.

We thank you for the opportunity to provide feedback.

Cc: Graduate Council
Senate Office



ACADEMIC SENATE, MERCED DIVISION
UNDERGRADUATE COUNCIL (UGC)

UNIVERSITY OF CALIFORNIA, MERCED

April 17, 2026

To: Kevin Mitchell, Chair, Academic Senate

From: Susan Varnot, Chair, Undergraduate Council (UGC)

Re: [Presidential Policy Applying to Campus Activities, Organizations and Students \(PACAOS\) 100.0 and PACAOS-Appendix H](#)

The Undergraduate Council (UGC) reviewed the *Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.0 and PACAOS-Appendix H* and offers the following comments.

PACAOS 100.0

- On page 2, UGC recommends defining the acronym “DOE”.
- On page 9, UGC recommends making the font in Section 104.100 consistent with the rest of the document.

PACAOS – Appendix H

- UGC particularly favors Appendix H, noting that it is very clear and that the procedures and recommendations appear to be fair.
- UGC would like to point out the same issue with “DOE” and recommend defining the acronym.
- **III. Response to Alleged Misconduct (page 3)**
 - A. Initial Assessment.** As soon as practicable after receiving a report alleging student misconduct, and typically within 30 business days from receipt of all necessary information, **Student Conduct** shall conduct a preliminary assessment to determine whether the report falls within the scope of these procedures and whether the allegations, if true, may constitute a policy violation.

UGC is unclear who ‘Student Conduct’ refers to. It would be helpful to include a reference to a definition.

- B. Notice of Allegations.** If a policy violation may have occurred, the student will receive a written Notice of Allegations, which will include information related to the procedures for resolution. The student shall be informed of the alleged misconduct, the specific policy or policies allegedly violated, and of the opportunity to review the

information submitted that is directly related to whether a policy violation has occurred. A copy of the campus implementing regulations implementing these procedures shall be provided to the student.

UGC recommends providing a timeline for when the student will receive a written notice. For example, within xx days after the Initial Assessment is completed.

UGC appreciates the opportunity to review and offer comments on the *Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.0 and PACAOS-Appendix H*.

Cc: Senate Office
UGC Members

From: [Jennifer Manilay](#)
To: [Fatima Paul](#); [ucm senatechair](#)
Cc: [Susan DeRiemer](#); [Michael Dawson](#); [Mayya Tokman](#); [Son Nguyen](#); [Lin Tian](#)
Subject: RE: [Systemwide Review Item] Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.0 & PACAOS-Appendix H (Due by April 20, 2026)
Date: Sunday, April 26, 2026 5:04:10 PM

Dear Fatima and Kevin,

Thank you for the opportunity to comment on this policy and its purpose of promoting student conduct standards, accountability, and campus safety while supporting fair and consistent disciplinary processes across the University.

After review, we had one suggested edit for clarity. In PACAOS Appendix H, Section III.A (page 3), the phrasing "...consider whether **the** alleged alcohol- or drug-related..." may imply that the entire policy applies only to alcohol- or drug-related matters. Replacing "the" with "**an**" would improve clarity.

Other than this comment, the proposed revisions appear reasonable and consistent with the policy's stated purpose.

Please forgive my tardiness in sending NSEC's response.

Sincerely,

Jennifer O. Manilay, PhD (*pronounced mah-NEE-lie, sounds like "money-lie"*)
Professor, Dept. of Molecular and Cell Biology
Chair, Natural Sciences Executive Committee AY-25-26
School of Natural Sciences
University of California, Merced
jmanilay@ucmerced.edu

Pronouns: she/her/hers

-

Compliance with Assembly Bill 602 (AB 602)

- Incorporation of limited disciplinary amnesty for certain alcohol- and drug-related violations.
- Amnesty applies when students seek or obtain medical assistance during an emergency.

Compliance with Assembly Bill 1575 (AB 1575)

- Strengthened procedural protections and notice requirements.
- Updates to timelines and transparency standards.
- Alignment of PACAOS 100.00 and Appendix H with updated California law.

The following committees are designated as lead reviewers:

- CRE
- GC
-
-



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

Kenneth Barish
PROFESSOR OF PHYSICS AND ASTRONOMY
RIVERSIDE, CA 92521-0217
TEL: (951) 827-5023
EMAIL: kenneth.barish@ucr.edu

May 19, 2026

Ahmet Palazoglu, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) PACAOS 100.00 and PACAOS Appendix H

Dear Ahmet,

On May 11, 2026, the Riverside Academic Senate Executive Council discussed the proposed revised policy. Here is a brief summary of the feedback received and discussed at that meeting.

As you'll find from the attached memos, some committees either had no comment on the proposal or stated their support for the changes. Among those that expressed support are the College of Humanities, Arts and Social Science (CHASS) and School of Medicine (SOM) faculty executive committees:

[CHASS] appreciates that the policy addresses consistency of language and discourse across the UC's and the changes to amnesty for students who are experiencing substance abuse. The committee approves the revised policy with no additional comments.

[SOM] faculty executive committee indicated that in SOM such cases are handled by the Progress and Promotions Committee (PPC), a standing committee responsible for reviewing student academic progress and professionalism. FEC committee sees no significant conflict between UCR Student Conduct and Academic Integrity (SCAIP) and the PPC activities.

In contrast, the faculty executive committee of the College of Natural and Agricultural Science expressed concern:

[CNAS] is concerned that the policy reads like a disciplinary document and that if this is implemented and students begin to receive repercussions for their actions, outlined within the policy, they will not feel it is safe to call for help when there is an emergency, which would be more harmful to our students' safety.

I trust this feedback will be useful to the authors as they continue to refine the policy.

Sincerely yours,

A handwritten signature in blue ink that reads "Kenneth Barish". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Kenneth Barish
Professor of Physics and Astronomy and Chair of the Riverside Division


CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office



College of Humanities, Arts, and
Social Sciences
EXECUTIVE COMMITTEE

April 23, 2026

TO: Ken Barish, Chair
Riverside Division of the Academic Senate

FROM: Rachel Wu, Chair 
CHASS Executive Committee

RE: Proposed Revised Policy: Proposed Presidential Policy: Applying to Campus
Activities, Organizations and Students (PACAOS) PACAOS 100.00 and
PACAOS Appendix H

The CHASS Faculty Executive Committee discussed the Proposed Revised Policy: Proposed Presidential Policy: Applying to Campus Activities, Organizations and Students (PACAOS) PACAOS 100.00 and PACAOS Appendix H. The committee appreciates that the policy addresses consistency of language and discourse across the UC's and the changes to amnesty for students who are experiencing substance abuse. The committee approves the revised policy with no additional comments.



Academic Senate

COMMITTEE ON EDUCATIONAL POLICY

May 4, 2026

To: Ken Barish, Chair
Riverside Division

From: Annie Ditta, Chair
Committee on Educational Policy

Re: Proposed Presidential Policy: Applying to Campus Activities, Organizations and Students (PACAOS) PACAOS 100.00 and PACAOS Appendix H

The Committee on Educational Policy (CEP) reviewed the proposed Presidential Policy: Applying to Campus Activities, Organizations and Students (PACAOS) PACAOS 100.00 and PACAOS Appendix H at their May 1, 2026 meeting. The Committee was generally supportive and had no feedback related to their charge of undergraduate education.



April 23, 2026

TO: Kenneth N. Barish, Chair, Academic Senate, UCR Division

FROM: Harry Tom, Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences

SUBJECT: [Systemwide Review] Proposed Revised Policy: Proposed Presidential Policy: Applying to Campus Activities, Organizations and Students (PACAOS) PACAOS 100.00 and PACAOS Appendix H

Prof. Barish,

The CNAS Faculty Executive Committee has reviewed the proposed policy revision to Presidential policy, applying to PACAOS 100.00 & Appendix H at the April 14th meeting and has comments to provide.

The committee is concerned that the policy reads like a disciplinary document and that if this is implemented and students begin to receive repercussions for their actions, outlined within the policy, they will not feel it is safe to call for help when there is an emergency, which would be more harmful to our students' safety.

Sincerely,

A handwritten signature in black ink that reads "Harry Tom".

Harry Tom, Ph.D
Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences



May 4, 2026

TO: Ken Barish, PhD, Chair, Academic Senate, UCR Division

FROM: Adam Godzik, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

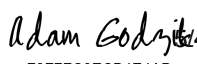
SUBJECT: **Systemwide Review of Proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H**

Dear Ken,

The SOM Faculty Executive Committee has reviewed the *Proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H*

At UCR SOM such cases are handled by the Progress and Promotions Committee (PPC), a standing committee responsible for reviewing student academic progress and professionalism. FEC committee sees no significant conflict between UCR SCAIP and the PPC activities.

Yours sincerely,

DocuSigned by:

4/2026 | 4:06 PM PDT
F3F7FC0ECB4E4AD...
Adam Godzik, Ph.D.
Chair, Faculty Executive Committee School of Medicine

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490 Illinois Street, 5th Floor
San Francisco, CA 94158
Campus Box 0764
academic.senate@ucsf.edu
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Errol Lobo, MD, PhD, Chair
Marta Margeta, MD, PhD, Vice Chair
Kartika Palar, PhD, MA, Secretary
Spencer Behr, MD, Parliamentarian

May 18, 2026

Ahmet Palazoglu
Chair, Academic Council
Systemwide Academic Senate
University of California Office of the President
1111 Franklin St., 12th Floor
Oakland, CA 94607-5200

Re: UCSF Review of the of the Proposed Revisions to PACAOS 100.00 and PACAOS Appendix H

Dear Chair Palazoglu:

Thank you for the opportunity to comment on the proposed revisions to the Policies Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and the proposed new PACAOS Appendix H: Student Conduct Investigation and Resolution Framework.

The UCSF Academic Senate appreciates the effort to clarify and organize student conduct procedures across the UC system. UCSF's Committee on Educational Policy (CEP), Graduate Council (GRAD), and the Committee on Rules and Jurisdiction (R&J), made the following comments and observations regarding the proposed revisions.

Overall, the UCSF Division agrees that the proposed revisions generally improve the clarity, structure, and consistency of existing student conduct procedures. In particular, Appendix H establishes a more clearly articulated procedural framework for student conduct investigations and resolutions, including timelines, standards of proof, hearing procedures, sanctions, and available resolution pathways. We also observed that many of the proposed provisions appear to codify or clarify practices already in use across campuses, rather than introduce fundamentally new obligations.

CEP and GRAD focused particular attention on the revised amnesty provisions and the additional language regarding alcohol- and drug-related medical emergencies. Both committees supported the expanded emphasis on encouraging students to seek medical assistance for themselves or others without fear of disciplinary consequences related to personal alcohol or drug use violations. We view these revisions as consistent with current campus approaches that prioritize student health, well-being, harm reduction, and campus safety, while preserving appropriate campus flexibility in implementation.

That said, R&J identified two technical and procedural concerns for consideration:

- Section 104.95 appears to have been renumbered to Section 104.100 in the revised policy. However, several internal references within the draft materials continue to reference Section 104.95. R&J recommends that all internal citations be updated for consistency prior to final adoption.
- There is ambiguity regarding whether Appendix H is entirely new or a revision to existing language. Although the accompanying communication described Appendix H as new, the inclusion of redlined edits suggested otherwise. R&J recommends avoiding internal redlining in future reviews of entirely new sections to reduce reviewer confusion.

Thank you for considering our comments. If you have any questions, please reach out to me or the UCSF Executive Director, Todd Giedt (todd.giedt@ucsf.edu).

Sincerely,

Errol Lobo, MD, PhD, 2025-27 Chair
UCSF Academic Senate

Enclosures (2)

Cc: Angel Kuo, Chair, Committee on Educational Policy
Wayne Steward, Chair, Graduate Council
Irfan Kathiriya, Chair, Rules & Jurisdiction

**Communication from the Graduate Council
Wayne Steward, PhD, MPH, Chair, Graduate Council**

**Communication from the Committee on Educational Policy
Angel Kuo, EdD, MSN, PNP, Chair, Educational Policy**

May 18, 2026

TO: Errol Lobo, MD, PhD, Senate Division Chair

FROM: Wayne Steward, PhD, MPH, Chair, Graduate Council
Angel Kuo, EdD, MSN, PNP, Chair, Educational Policy

CC: Todd Giedt, Executive Director of the UCSF Academic Senate Office

RE: Proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H

Dear Chair Lobo:

Both the Committee on Educational Policy (CEP) and Graduate Council (GRAD) have reviewed the proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H. We appreciate the opportunity to provide comments.

Following review and discussion, both committees agreed that the proposed revisions generally provide greater clarity and organization to existing student conduct procedures. In particular, CEP and GRAD noted that the addition of Appendix H establishes a clearer procedural framework regarding student conduct investigations and resolutions, including the delineation of roles, timelines, standards of proof, hearing procedures, sanctions, and available resolution pathways. Members of both committees observed that the revisions largely appear to consolidate and clarify existing practices already in use across campuses, rather than create fundamentally new policy obligations.

CEP and GRAD focused their formal comments primarily on the revised amnesty provisions and the newly added language concerning alcohol- and drug-related medical emergencies. Members discussed the expanded emphasis on encouraging students to seek medical assistance for themselves or others without fear of disciplinary consequences for personal alcohol or drug use violations. In particular, CEP and GRAD emphasized that the revisions to Section 104.95 of PACAOS 100.00, as well as the related provisions incorporated throughout Appendix H, represent educational, health-centered, and non-disciplinary responses in such situations.

Both CEP and GRAD viewed these revisions positively and agreed that they are consistent with current campus approaches that prioritize student health, student well-being, harm reduction, and campus safety. The committees appreciated the effort to clarify expectations and procedural consistency while preserving sufficient campus flexibility in implementation.

Thank you for the opportunity to review and comment on these proposed revisions.

Sincerely,

DocuSigned by:
Wayne Steward

1BF0E53C731F4EA...
Wayne Steward, PhD, MPH, Chair
UCSF Graduate Council, 2025-2026

DocuSigned by:
Angel Kuo

FA8141D852C542A...
Angel Kuo, EdD, MSN, PNP, Chair
UCSF Committee on Educational Policy, 2025-2026

Committee on Rules and Jurisdiction **Irfan Kathiriya, MD, PhD, Chair**

May 14, 2026

Errol Lobo, MD, PhD
Division Chair
UCSF Academic Senate

Re: PACAOS Systemwide Review

Dear Chair Lobo:

The Committee on Rules and Jurisdiction (R&J) writes to comment on the [Systemwide Review of the Proposed Presidential Policy Applying to Campus Activities, Organizations and Students \(PACAOS\) 100.00 and PACAOS-Appendix H](#) that is out for review. R&J has two comments.

First, R&J observed that section 104.95 of the policy is being renumbered to 104.100. Given this change, internal references to this section of the policy should likewise be renumbered to 104.100, but R&J found that the draft policy still contains references to the old number, 104.95. R&J recommends that the policy be revised to update the internal references to the new number, 104.100.

Second, it was unclear to R&J whether Appendix H, which was a central part of the review, was an entirely new appendix or if the changes were limited to what was redlined in PDF pages 48-61 of the review materials. The Model Communication said Appendix H was new, but the annotations suggested otherwise. R&J inquired about this with UCOP but did not receive a response. In the future, if a review contains an entirely new section, R&J recommends that the materials not include internal edits to the proposed new section.

Thank you for the opportunity to review and comment on the proposed changes to PACAOS. Please contact me or our committee analyst Kristie Tappan (kristie.tappan@ucsf.edu) if there are questions about R&J's comments.

Sincerely,



Irfan Kathiriya, MD, PhD
Committee on Rules and Jurisdiction Chair

cc Todd Giedt, UCSF Academic Senate Executive Director
Kristie Tappan, UCSF Academic Senate Senior Public Policy Analyst

Anthony Baker, UCSF Academic Senate Rules and Jurisdiction Committee Vice Chair



OFFICE OF THE ACADEMIC SENATE

9500 GILMAN DRIVE
LA JOLLA, CALIFORNIA 92093-0002
TELEPHONE: (858) 534-3640
FAX: (858) 534-4528

May 18, 2026

Professor Ahmet Palazoglu
Chair, Academic Senate
University of California
VIA EMAILRe: Divisional Review of Proposed Revisions to Presidential Policy Applying to Campus Activities,
Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H

Dear Chair Palazoglu,

The proposed revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H was distributed to San Diego Divisional Senate standing committees and discussed at the May 11, 2026 Divisional Senate Council meeting. Senate Council did not support the revisions as proposed, recommending further review and refinement to clarify certain parts of the policy. Reviewers offered the following comments for consideration.

- Reviewers recommended specifying how systemwide standards are applied consistently across campuses and identify the party responsible for reviewing the actions of the campus committees.
- Reviewers recommended clarifying Section 104.100 to specify that students who report a medical emergency are also eligible for amnesty from disciplinary action. This section also states, "As a condition of amnesty under this section, the student shall be required to participate in and complete an appropriate rehabilitation or intervention program, as determined by the campus and within a reasonable timeframe established by the campus." Reviewers viewed the "reasonable timeframe" as vague and recommended defining the timeframe more precisely.
- Concerns were raised about the application of Alternative Resolution strategies under Appendix H. Alternative Resolution is available only where the student does not dispute the relevant facts and/or acknowledges responsibility, with the Student Conduct Administrator or designee deciding whether it is appropriate. At UC San Diego, Student Conduct Officers handle Administrative Resolutions, and case materials may include incident reports or police reports. Because those materials may be developed before the student has had a full opportunity to respond, it was recommended that Alternative Resolution be available in appropriate cases without requiring students to agree in advance to the facts of the case.

The responses from the Divisional Committee on Crisis Mitigation, Educational Policy Committee and Committee on Diversity and Equity are attached.

Sincerely,

A handwritten signature in cursive script that reads "Rebecca Jo Plant".

Rebecca Jo Plant
Chair
San Diego Divisional Academic Senate

May 1, 2026

PROFESSOR REBECCA JO PLANT, Chair
Academic Senate, San Diego Division

SUBJECT: Review of Proposed Revisions to Presidential Policy Applying to Campus Activities,
Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H

Dear Chair Plant,

At its April 21, 2026 meeting and in a follow-up email deliberation, the Committee on Crisis Mitigation (CCM) reviewed the proposed revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H.

CCM carefully reviewed both documents and raised no objections but recommended clarifications/edits as follows:

- 1) Section 104.100 is misreferenced in Appendix H as Section 104.95.
- 2) Under Section 104.100 the committee referenced the statement “As a condition of amnesty under this section, the student shall be required to participate in and complete an appropriate rehabilitation or intervention program, as determined by the campus and within a reasonable timeframe established by the campus”. The committee views the “reasonable timeframe” as vague and recommends more clearly defining an appropriate timeframe.
- 3) Under Appendix H, the Student Conduct office is repeatedly referenced. We ask if it would be useful to more fully define the locus of this office, its overall responsibilities and its responsibilities specifically with respect to Appendix H in particular.
- 4) The Committee did not find within the PACAOS document Sections 14.40 or 70.10.
- 5) Under section E of Appendix H the Advisors who may assist the student are enumerated. We found the statement limiting who may not serve as an Advisor to be vague. It states “The Advisor may be any person except a person with information relevant to the alleged policy violation”. This point should be further clarified as one can readily imagine that a friend or a parent would have information relevant to an alleged violation.
- 6) Under section D of Appendix H it states “Written notice *is to be given*... no less than 10 days before the hearing.” The seriousness that will be attached to the hearing and the need to properly prepare should provide notification before 10 days and ideally at least 30 days before the hearing.
- 7) Table A in Appendix H lists the PACAOS violations under numbered sections. The titles for Sections 102.26 and 102.27 are missing. It is noted that these refer to other UC policies, but there may be a clearer way to note this in the PACAOS 100.00 Violation category.

Sincerely,

William Mobley
Chair
Committee on Crisis Mitigation

cc: Akos Rona-Tas, Senate Vice Chair
Lori Hullings, Senate Executive Director
Merelyn Cedeño, Senate Executive Assistant
Jennifer MacKinnon, Vice Chair, Committee on Crisis Mitigation

April 30, 2026

PROFESSOR REBECCA JO PLANT, Chair
Academic Senate, San Diego Division

SUBJECT: Review of the Proposed Revisions to Presidential Policy Applying to Campus Activities,
Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H

At its April 20, 2026 meeting, the Educational Policy Committee (EPC) reviewed the proposed revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H. The Committee endorsed the proposal and offered the following comments for consideration:

- The Committee recommends clarifying Section 104.100 to specify that students who report a medical emergency are also eligible for amnesty from disciplinary action.
- EPC recommends identifying violations 102.26 and 102.27 by name in Table A: Guiding Framework for Sanctions and Actions by Tier and Type of Violation, as these are the only two violations listed without corresponding titles.

Sincerely,

Stanley Lo, Chair
Educational Policy Committee

cc: M. Ceden, Senate Executive Assistant
L. Hoang, Educational Policy Committee Vice Chair
L. Hullings, Senate Executive Director
A. Rona-Tas, Senate Vice Chair

May 1st, 2026

REBECCA PLANT
Academic Senate, San Diego Division

SUBJECT: Policy on Campus Activities, Organizations and Students (PACOAS)

At its April 10th, meeting, the Committee on Diversity and Equity reviewed the Policy on Campus Activities, Organizations and Students (PACOAS). The Committee offers the following comments:

- The Committee felt that policy was generally a step in the right direction, but had a number of questions about implementation:
 - Who or what authority will provide a consistency check across UC campuses?
 - Who is responsible for reviewing actions of the campus committees?
 - How can the goals (stated in the document) achieve a systemwide standard that is applied consistently across campuses?
- As an example, UCSD's current Medical Amnesty Program limits eligibility where MAP has already been applied to the student or student organization within a calendar year. The proposed PACAOS language also creates a systemwide limit, providing that amnesty applies "no more than once per academic term (quarter or semester), as defined by the campus." The student representatives therefore question whether PACAOS should impose a limit on medical amnesty at all, and whether campuses should be permitted to offer broader amnesty protections.
- The student representatives also note concerns about the application of Alternative Resolution strategies under Appendix H. Alternative Resolution is available only where the student does not dispute the relevant facts and/or acknowledges responsibility, with the Student Conduct Administrator or designee deciding whether it is appropriate. At UCSD, Student Conduct Officers handle Administrative Resolutions, and case materials may include incident reports or police reports. Because those materials may be developed before the student has had a full opportunity to respond, the student representatives recommend that Alternative Resolution be available in appropriate cases without requiring students to agree in advance to the facts of the case.

Sincerely,

Ross Frank, Chair
Committee on Diversity & Equity

cc: J. Coomer
L. Hullings
A. Rona-Tas



May 18, 2026

To: Ahmet Palazoglu, Chair
Academic Senate

From: Rita Raley, Divisional Chair
Academic Senate

A handwritten signature in blue ink, appearing to read "R. Raley".

Re: Proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H

The Santa Barbara Division distributed Proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H to the Undergraduate Council (UgC), the Graduate Council (GC), Council on Planning and Budget (CPB), the Committee on Diversity and Equity (CDE), the Committee on International Education (CIE), and the Faculty Executive Committees (FECs) of the for the College of Letters and Science (L&S), the College of Engineering (COE), the College of Creative Studies (CCS), the Gevirtz Graduate School of Education (EDUC), and the Bren School of Environmental Science and Management (BREN). GC, CIE, and the L&S, CCS, GGSE, and BREN FECs elected not to opine.

The reviewing groups responded positively to the proposed policy revisions. Each of their individual responses are attached for your review.

While UgC and CDE support granting amnesty to students requesting medical assistance in alcohol or drug emergencies, CDE requests clarification on the provision's scope. They seek a clear definition of "emergency" (e.g., whether it requires a 911 call) as well as confirmation that the caller would receive the same protections as the student in distress.

Additionally, CDE highlights a contradiction in Appendix H, Section III.G. regarding participation. Although the policy explicitly states that no adverse inferences will be drawn from a student's silence, the clause stating the process will "proceed in the student's absence" creates a perception that non-participation is detrimental to the outcome. CDE encourages revision to align the procedural description with the stated guarantee of neutrality.

We appreciate the opportunity to comment.

UC **SANTA BARBARA**
Academic Senate

DATE: April 30, 2026

TO: Rita Raley, Chair
Academic Senate

FROM: Giuliana Perrone, Chair
Undergraduate Council



RE: Policies Applying to Campus Activities, Organizations, and Students (PACAOS)

The Undergraduate Council (UgC) endorses these policies. Council members agree that providing amnesty for students involved in drug-related incidents who receive emergency medical care is appropriate. Likewise, UgC believes that providing non-disciplinary options for such students promotes a supportive campus environment and, most importantly, prioritizes student wellbeing.

CC: Shasta Delp, Executive Director, Academic Senate

**Academic Senate
Santa Barbara Division**

May 6, 2026

To: Rita Raley, Divisional Chair
Academic Senate

From: Ruth Hellier, Chair
Committee on Diversity & Equity *Ruth Hellier*

Re: Policies Applying to Campus Activities, Organizations, and Students (PACAOS)

At its meeting of May 4, 2026, CDE reviewed the proposed changes to the Policies Applying to Campus Activities, Organizations, and Students (PACAOS), and has the following comments.

The Committee is in support of the policy updates. Students should not be fearful to seek emergency help in any situation, so ensuring students do not face punishment for seeking emergency assistance in a situation where substance abuse is involved is a step in the right direction.

The Committee would appreciate a clear definition of what constitutes an “emergency”. Is an emergency only when 911 is called? Also, what if a student other than the one in need of emergency assistance is the caller? Is that student extended the same protection or can they be subject to punishment?

The Committee would also like to point out a potential issue with the policy text in Section III. Response to Alleged Misconduct, G. Participation.

It says if the student fails to respond or chooses not to participate in the conduct process, the process will proceed without them. It then says the student is not required to participate in the process, and the “University will not draw any adverse inferences from a student’s decision not to participate or to remain silent during the process.” The Committee understands that UCSB does not want to compel students to participate in the conduct process, but the current policy still reads as if it will be detrimental to the outcome for students to choose not to participate.

CC: Shasta Delp, Executive Director, Academic Senate

April 28, 2026

TO: Rita Raley
Divisional Chair, Academic Senate

FROM: Dahlia Malkhi, Chair
College of Engineering, Faculty Executive Committee

Signed by:

2D51752F8998416...

RE: Policies Applying to Campus Activities, Organizations, and Students (PACAOS)

The College of Engineering FEC met on April 27th and discussed the proposed policy changes. The committee agreed that the policy changes seem reasonable and did not voice concerns.



1156 HIGH STREET
SANTA CRUZ, CALIFORNIA 95064

Office of the Academic Senate
SANTA CRUZ DIVISION
125 CLARK KERR HALL
(831) 459 - 2086

May 19, 2026

AHMET PALAZOGLU
Chair, Academic Council

RE: Systemwide Review of Proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H

Dear Ahmet,

The Santa Cruz Division of the Academic Senate has completed its review of the proposed Presidential Policy Applying to Campus Activities Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H with the Committee on Academic Freedom (CAF), Planning and Budget (CPB), Privilege and Tenure (CPT), and Graduate Council (GC) providing responses. The comments fell into two main categories: amnesty provisions, and due process and procedural clarity.

As an opening comment, CPB raised two general concerns. First, they requested clarification on whether revisions to Appendix G (Discrimination, Harassment, and Retaliation) are planned, and how its expanded role is intended to function within the overall disciplinary process, as the Appendix was not included in the circulated materials. Second, they noted that while the revisions were presented to address divisional inconsistencies, the documentation failed to include specific information regarding the problems or inconsistencies being addressed by the proposed policy.

I. Concerns Regarding Amnesty Provisions (Section 104.100)

The comments centered on potential unintended negative consequences related to student health, and the lack of nuance in the proposed policy regarding the difference between treatment for a condition and punishment for a behavior, and how one may inform the other.

CAF was critical of conditioning amnesty on the mandatory participation in a rehabilitation or intervention program, characterizing this requirement as punitive. CAF recommended that the need for intervention be determined by a certified professional on a case-by-case basis, and that campuses should be required to connect students with resources, instead of making resource utilization a condition for receiving amnesty.

CAF and CPB both urged against limiting amnesty to "no more than once per academic term". CAF suggested this limit is counterproductive to student health and safety, as it may discourage individuals who have exhausted their allowance from seeking necessary medical help. CPB highlighted that this limit could potentially introduce inequities between quarter and semester systems and could dissuade students with frequent substance use patterns (who are most in need) from seeking emergency medical intervention, potentially leading to self-harm. CPB also suggested that the need for medical assistance should remain confidential and separate from disciplinary actions.

GC further recommended two changes to align more fully with Assembly Bill 602 (AB 602): 1) Replacing "emergency medical attention" with the broader term "medical treatment," consistent with AB 602's requirement for amnesty when receiving "medical treatment for personal use of drugs or alcohol" in general, and 2) granting amnesty to a student who seeks medical attention for another student or person in emergency situations. This may help to achieve a stated goal of the proposed policy as presented in the model communication sent with the review packet.

Finally, CPB expressed a concern regarding the lack of evidence or apparent consultation with relevant public health literature concerning the policy's effectiveness in addressing and treating substance use.

II. Due Process and Procedural Clarity

The following recommendations were focused on ensuring fairness, consistency, and clarity in the disciplinary process.

CPT and GC expressed concerns that indistinct violation descriptors could be misused to stifle freedom of expression. For example, CPT thought that the violations described in 102.15 ("Disruption/Obstruction of University Activities") were vague, recommending that a list of illustrative examples would help clarify. Similarly, GC raised strong concerns over items 102.02, 102.13, 102.15, and 102.16 in Appendix H, Table A, citing their potential for misuse against free speech rights.

CPT recommended two specific additions to the Formal Hearing process (Appendix H, Section IV D). First, explicitly requiring the presence of an impartial arbiter to consider the matter from an unbiased perspective, and second specifying the subject's right to bring independent counsel or an independent advocate. GC was concerned that the language in Appendix H, Section III. E. 4., regarding Advisors, is also too vague and could result in injustice to students. To address these perceived deficiencies, GC recommended specifying explicit limits on acceptable delays or reschedulings to ensure a fair disciplinary process.

Finally, CPB members questioned the sufficiency of safeguards to ensure transparency and consistency when the Chancellor appoints a "designee" to review interim actions excluding students from campus. CPB cautioned against policy revisions that could reposition the University of California Office of the President (UCOP) as a direct arbiter of disciplinary processes without sufficient justification. Further, the committee reasoned that the individual campus is the most reliable unit for developing locally responsive conduct policies.

On behalf of the Santa Cruz Division, I thank you for the opportunity to provide comment on this proposed policy.

Yours Sincerely,



Matthew D. McCarthy, Chair
Academic Senate, Santa Cruz Division

encl: Committee Response Bundle

cc: Heather Shearer, Chair, Committee on Academic Freedom
Raphael Kudela, Chair, Committee on Planning and Budget
Ruth Murray-Clay, Chair, Committee on Privilege and Tenure
Chad Saltikov, Chair, Graduate Council
Matthew Mednick, Executive Director, Academic Senate

May 6, 2026

MATTHEW MCCARTHY, Chair
Academic Senate, Santa Cruz Division

Re: Systemwide Review of Proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H

Dear Matt,

At its April 27, 2026 meeting, the Committee on Academic Freedom (CAF) reviewed the proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H.

Section 104.100 states that “[a]s a condition of amnesty under this section, the student shall be required to participate in and complete an appropriate rehabilitation or intervention program, as determined by the campus and within a reasonable timeframe established by the campus.” Students who fail to comply with “the required intervention” may face disciplinary action. CAF objects to interlocking amnesty with required participation in a rehabilitation or intervention program. Forcing rehabilitation or counseling on students seems punitive, despite claims to the contrary. We note that AB 602 permits campuses to require amnesty-seekers to “participate in an assigned activity, such as participating in meetings with a school counselor or attending a drug education group.” But this is not mandated, and the policy lacks nuance. Not all who seek medical attention for a drug- or alcohol-related emergency need rehabilitation or counseling. Thus, any recommendation to undergo counseling or rehabilitation should be made by a professional (e.g., certified psychologist), and the need for intervention must be assessed on a case-by-case basis. Furthermore, without detailed information about campus offerings, we have no reason to believe in their efficacy or appropriateness. (As CAF deliberates, we cannot help but think of the various mandatory trainings for employees that provide legal cover for the university, but little else.) CAF does not object to providing resources and rehabilitation opportunities to amnesty-seeking students, but we do object to reactionary policies, like this one, that focus on behaviors rather than conditions. We suggest instead that the policy require campuses to connect students with appropriate resources without conditioning amnesty on students’ use of those resources.

Moreover, we contend that limiting amnesty to “no more than once per academic term” (104.100) seems counterproductive if the goal is to encourage students to seek alcohol- or drug-related medical assistance for themselves or others. The policy professes a “commitment to student health and safety” by removing “fear of disciplinary action,” yet in limiting amnesty to once per academic term, the university clearly limits its commitment to student health and safety. Either we want students to seek medical help when needed or not. Putting limits on amnesty may force a cruel calculus on those who have already used their one “freebie” for the quarter.

Sincerely
ls/
Heather Shearer, Chair
Committee on Academic Freedom

cc: Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
Onuttom Narayan, Chair, Committee on Educational Policy

Yat Li, Chair, Committee on Faculty Welfare
Chad Saltikov, Chair, Graduate Council
Raphael Kudela, Chair, Committee on Planning and Budget
Ruth Murray-Clay, Chair, Committee on Privilege and Tenure
Nirvikar Singh, Chair, Committee on Research
Megan Thomas, Chair, Committee on Teaching

May 7, 2026

MATTHEW McCARTHY
Chair, Academic Senate

Re: Systemwide Review of Proposed Revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H

Dear Matt,

At its meeting of April 16, 2026, the Committee on Planning and Budget (CPB) discussed proposed revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H. The proposed revisions stem from a systemwide review of student conduct policies initiated in 2025 to promote greater consistency, clarity, and timeliness in disciplinary processes across campuses.

CPB appreciates the spirit of the suggested reforms. Members found the substantive revisions concerning emergency amnesty for drug- and alcohol-related incidents to be generally well-conceived and supportive of student wellbeing. The proposed amendments appropriately encourage students to seek medical assistance for themselves or others without fear of disciplinary consequences for personal use violations, and they reflect an approach to student health that prioritizes care, intervention, and collective wellbeing over punitive enforcement. Members agreed that such provisions may be both educationally sound and—most importantly—potentially life-saving.

The Committee also found that the revisions appear to preserve sufficient flexibility for campuses to evaluate the specific circumstances of individual cases rather than imposing an overly rigid or overly punitive framework.

Yet the questions the proposal raises—as to the best way of addressing student life and wellbeing—point to a larger set of issues. The included documentation presents the proposed revisions as part of an effort to address campus-to-campus inconsistencies and inefficiencies in student conduct policies. It does not, however, include information about the inconsistencies or inefficiencies being addressed, much less the substance of the problems that they are dealing with. We are not advised as to the specific problem that is being solved here—policy inconsistencies, or a desire to provide better care for students struggling with substance use and abuse issues. In either case, we are concerned by the absence of evidence suggesting consultation with relevant literature, for instance, in public health about policy effectiveness in addressing and treating substance use.

Members expressed emphatic concern at the limiting of the use of the amnesty provision to one instance per term. On a procedural level, it was remarked that this might unwittingly introduce campus-to-campus inequities—some campuses are on the quarter system and others on semesters; therefore students at some campuses would have three amnesties yearly and others two. But the larger issues raised focused around the students who might be most in need of the intended benefit of these reforms. Students who have a more frequent pattern of substance use and struggle with addiction may in fact be those most in need of amnesty, understanding, and support in accessing emergency medical intervention. CPB strongly recommends against a one

incident per term limitation to amnesty, particularly if this is a proposal that aims toward harm reduction, since a student facing addiction may choose not to seek help and/or may turn to self-harm if medical treatment can lead to disciplinary action. Some CPB members also noted that student need for medical assistance should be treated as confidential information and therefore be completely divorced from any disciplinary actions.

Student life, the difficulties that arise within it, and the conditions that shape it vary significantly across the UC system. Additionally, student conduct policy is not merely an administrative matter; it reflects institutional judgments about community standards, educational priorities, and the values that shape campus life. Because of this, CPB regards the individual campus as the most reliable unit for assessing the particularities of student life and for developing conduct policies responsive to local campus conditions. Members expressed caution about policy revisions that may incrementally reposition UCOP as a more direct arbiter of campus disciplinary processes without sufficient justification or transparency.

Finally, some of the changes introduced in the documents produced confusion. CPB members noted that several tracked changes in both PACAOS 100.00 and Appendix H reference Appendix G (Discrimination, Harassment, and Retaliation). Yet Appendix G itself was not included in the materials circulated for review. The proposed revisions appear to assign a more prominent role to Appendix G in the broader student conduct framework, but the implications of that change remain unclear. Members would welcome clarification regarding whether revisions to Appendix G are also contemplated and how its expanded role is intended to function within the overall disciplinary process.

The Committee also discussed the proposed addition allowing the Chancellor to appoint a “designee” to review interim actions excluding students from campus following an alleged violation. While this may be administratively practical, members asked whether sufficient safeguards exist to ensure transparency, accountability, and consistency in the exercise of that delegated authority across campuses.

Thank you for the opportunity to opine.

Sincerely,



Raphael Kudela, Chair
Committee on Planning and Budget

cc: Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
Yat Li, Chair, Committee on Faculty Welfare
Ruth Murray-Clay, Chair, Committee on Privilege & Tenure
Onuttom Narayan, Chair, Committee on Educational Policy
Chad Saltikov, Chair, Graduate Council
Heather Shearer, Chair, Committee on Academic Freedom
Nirvikar Singh, Chair, Committee on Research
Megan Thomas, Chair, Committee on Teaching
Matthew Mednick, Executive Director, Academic Senate

April 29, 2026

MATTHEW MCCARTHY, Chair
Academic Senate, Santa Cruz Division

**Re: Systemwide Review of Proposed Presidential Policy Applying to Campus Activities,
Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H**

Dear Matthew,

The Committee on Privilege and Tenure has discussed the proposed revisions to PACAOS. The committee has comments in two areas relevant to due process:

- 1) Table A of Appendix H provides a framework for sanctions by tier and type of violation. However, the description of violation 102.15, Disruption/Obstruction of University Activities, is vague and does not provide sufficient guidance about what actions would be considered Tier 1, 2, and 3. The text also does not clarify the distinction between activities that are violations and activities that are protected by free speech rights. The lack of clarity is substantial enough that we consider the text insufficient to advise members of the campus community of the likely consequences of actions in this area. A non-exhaustive list of illustrative examples would be helpful.
- 2) Appendix H, Section IV D discusses the process for a Formal Hearing. While the text states that this hearing should be fair, it does not specifically require the presence of an adjudicator whose job is to consider the matter from an unbiased perspective, rather than to act on behalf of the University. We recommend that the text explicitly state that the outcome of a hearing will be determined by a person whose role, in the context of the hearing, is to act as an impartial arbiter. We further recommend that the text be adjusted to specify that the subject of the hearing has the right to bring independent counsel or an independent advocate.

Sincerely
/s/
Ruth Murray-Clay, Chair
Committee on Privilege and Tenure

cc: Heather Shearer, Chair, Committee on Academic Freedom
Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
Onuttom Narayan, Chair, Committee on Educational Policy
Yat Li, Chair, Committee on Faculty Welfare
Chad Saltikov, Chair, Graduate Council
Raphael Kudela, Chair, Committee on Planning and Budget
Nirvikar Singh, Chair, Committee on Research
Megan Thomas, Chair, Committee on Teaching

May 13, 2026

MATTHEW McCARTHY
Chair, Academic Senate

Re: Systemwide Review of Proposed Revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H

Dear Matt,

At its meeting of April 30, 2026, Graduate Council (GC) discussed proposed revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H. The proposed revisions stem from a systemwide review of student conduct policies initiated in 2025 to promote greater consistency, clarity, and timeliness in disciplinary processes across campuses.

A large part of the revisions to PACAOS 100.00 and PACAOS-Appendix H consists of added references to Appendix G, when violations are on grounds of the “University of California Anti-Discrimination Policy.”

The other revisions are mostly concerned with Section 104.100 (formerly 100.95) and consist of policy changes in the case where a student is seeking medical assistance due to the use of alcohol or drugs. In detail they are:

- Consistent with the requirements of Assembly Bill 602 from October 2025, which states that “students receiving medical treatment for the personal use of drugs or alcohol shall not be subject to disciplinary action with respect to the use of drugs or alcohol,” the revision strikes “possession” of drugs or alcohol as reason for amnesty.
- The revision now limits the application of this amnesty rule to one time per quarter/semester as required by AB 602.
- Again following the requirements of AB 602, the revision now includes that the amnesty is conditional on the student’s participation in a rehabilitation or prevention program.

GC found most of these revisions to be non-controversial. They are clarifying (in the case of the added Appendix G references) and follow the requirements of AB 602 in Section 104.100. However, we are concerned that:

- In Section 104.100, amnesty is only granted in the case of “emergency medical attention,” while the language in AB 602 requires amnesty for receiving “medical treatment for personal use of drugs or alcohol” in general. GC recommends replacing “emergency medical attention” with “medical treatment.”
- GC also recommends that in emergency situations, amnesty is granted to a student (if necessary) who seeks medical attention for another student (or person).
- Appendix H section III. E. 4., regarding Advisors to the disciplinary process, is still vague and could result in misuse that causes injustice to students. Please specify how much delay is too long or how many reschedulings are too many, so that students and advisors are aware of how to navigate the disciplinary process fairly.

Concerning non-revised parts of PACAOS 100.00 and Appendix H, GC would like to address the following points and suggests that this may be a good opportunity for further revisions:

- Some members of GC expressed strong concern over Appendix H, Table A, “Guiding Framework for Sanctions and Actions by Tier and Type of Violation,” specifically items 102.02, 102.13, 102.15 and 102.16. Members found these descriptors to be vague in ways that could be misused to stifle freedom of expression on our campus.

Thank you for the opportunity to opine.

Sincerely,



Chad Saltikov, Chair
Graduate Council

cc: Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
Raphe Kudela, Chair, Committee on Planning and Budget
Yat Li, Chair, Committee on Faculty Welfare
Ruth Murray-Clay, Chair, Committee on Privilege & Tenure
Onuttom Narayan, Chair, Committee on Educational Policy
Heather Shearer, Chair, Committee on Academic Freedom
Nirvikar Singh, Chair, Committee on Research
Megan Thomas, Chair, Committee on Teaching
Matthew Mednick, Executive Director, Academic Senate