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

Academic Senate

Office of the President  
1111 Franklin Street  
Oakland, CA 94607

[senate.universityofcalifornia.edu](https://senate.universityofcalifornia.edu)

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November 25, 2025

James B. Milliken  
President, University of California

David Rubin  
Executive Vice President, UC Health

Re: Statement on Gender-Affirming Care, Research, and Teaching at UC

Dear President Milliken and Executive Vice President Rubin,

At its November 17, 2025 meeting, the Academic Council unanimously endorsed the attached *Statement on the Importance of Continued Gender-Affirming Care, Research, and Teaching at the University of California*. The statement was developed by the University Committee on Faculty Welfare ([UCFW](#)) Health Care Task Force ([HCTF](#)).

The Council strongly supports UC's continued commitment to providing gender-affirming health care, conducting research, and engaging in instruction and training related to gender-affirming care across its medical schools, health centers, and affiliated clinical programs. As noted in the statement, such care is evidence-based, medically necessary, aligned with California law, and central to UC's mission of delivering ethical, patient-centered care and advancing scientific knowledge. These activities also uphold UC's commitments to academic freedom and to preparing future generations of clinicians and researchers.

Council concurs with UCFW and the HCTF that the University should maintain and protect its leadership in this area despite external political pressures. We transmit the statement for your consideration and appreciate UC Health's continued partnership with the Academic Senate in maintaining high-quality, equitable care for Californians.

Please do not hesitate to contact me if you have any questions.

Sincerely,

Ahmet Palazoglu  
Chair, Academic Council

cc: Academic Council  
UCFW Chair Bales  
UCFW HCTF Chair Mays  
Provost and Executive Vice President Newman  
Vice President and Chief of Staff Kao  
Senate Division Executive Directors  
Senate Executive Director Lin



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UNIVERSITY COMMITTEE ON FACULTY WELFARE  
KAREN BALES, CHAIR

November 10, 2025

AHMET PALAZOGLU  
CHAIR, ACADEMIC COUNCIL

RE: Presidential Interim Policy for the University of California's Use of  
Online Program Management Companies

Dear Chair Palazoglu,

The University Committee on Faculty Welfare (UCFW) has endorsed the enclosed recommendation from our Health Care Task Force (HCTF) urging the University to continue to provide gender-affirming care and services, despite any outside pressure the UC may face. We ask the Council to do the same and to share the recommendation with UC leadership at the highest levels.

Sincerely,

Karen Bales

Cc: Academic Council Vice Chair Ahmet Palazoglu  
Senate Executive Director Monica Lin  
UCFW Members



## HCTF Statement on the Importance of Continued Gender-Affirming Care, Research, and Teaching at the University of California

This statement is in support of the University of California’s continued commitment to providing health care, conducting research, and engaging in instruction about **gender-affirming care** across its medical schools, health centers, and affiliated clinical programs. In the face of increasing federal opposition and political pressure, it is more vital than ever that the UC upholds its evidence-based, patient-centered mission to advance health for all Californians.

From a **patient perspective**, gender-affirming care for those in need of such care is not optional — it is lifesaving. Numerous peer-reviewed studies have demonstrated that access to gender-affirming care dramatically reduces rates of depression, anxiety, and suicide among transgender and gender-diverse individuals. UC Health is among the leading medical systems that offer respectful, comprehensive, and affirming services grounded in scientific evidence. Discontinuing or limiting these services, particularly during the vulnerable stage of adolescent development, would not only harm individual patients, but would also represent a departure from the University’s commitment to its core value: Providing ethical care for all who seek care from the UC.

From a **caregiver and educator perspective**, UC’s work in gender-affirming care represents the highest commitment of medical professionalism. Physicians, nurses, mental health professionals, and trainees rely on UC’s leadership to develop the competencies needed to serve the diverse populations they will encounter in their clinical care, research, and educational efforts. Curtailing such efforts would not only disrupt ongoing clinical care but also stifle medical education and research innovation in a field where UC has been a national leader. UC’s clinicians and researchers are not only saving lives through the provision of clinical and social care but also serve as leaders in the field, advancing state-of-the-art knowledge and preparing the next generation of providers to deliver compassionate, evidence-based care, treatment, and research innovation to all patients.

From a **state perspective**, the Governor and California Legislature have made clear through legislation and implementation of public policies that the state values access to reproductive and gender-affirming care. UC’s activities in this area align with state law and state public health goals. In California, healthcare is a right secured by state law. Cal. Civ. Code §1798.301. California law also prohibits discrimination on the basis of gender identity, gender expression, transgender status, gender dysphoria diagnosis, or intersex status in the provision of healthcare services. Cal. Civ. Code § 51; Cal. Gov’t Code §§ 11135, 12926; Cal. Code Regs. tit. 2, §§ 14000 *et seq.* According to California state law, healthcare for transgender residents is considered “medically necessary health care that respects the gender identity of the patient, as experienced and defined by the patient.” Cal. Welf. and Inst. Code § 16010.2(b)(3); Cal. Civ. Code § 1798.300(c).

In short, the UC's commitment to gender-affirming care is a commitment to medical ethics, academic freedom, and the dignity of all of its patients, staff, faculty, and students. HCTF urges the UC Systemwide Academic Senate to call for the University of California to stand firm against political interference and continue leading the nation in providing compassionate, research-driven care and services that reflect both the best available science and is in alignment with state law.