

**Office of the President**

**TO MEMBERS OF THE GOVERNANCE AND COMPENSATION COMMITTEE:**

**ACTION ITEM**

*For Meeting of November 16, 2016*

**AMENDMENT OF REGENTS POLICY 1100: STATEMENT OF EXPECTATIONS OF THE MEMBERS OF THE BOARD OF REGENTS AND REGENTS POLICY 1101: POLICY ON BOARD EDUCATION AND ASSESSMENT**

**RECOMMENDATION**

The Chair of the Board recommends that:

1. Regents Policy 1100: Statement of Expectations of the Members of the Board of Regents be amended as shown in Attachment 1, to provide that a Regent's actions, even in his or her private capacity, may be considered a failure to fulfill a Regent's duties as a member of the Board and may be a basis for sanction where such actions are inconsistent with the University's Policy on Statement of Ethical Values and Standards of Ethical Conduct (Regents Policy 1111), or the University's Sexual Violence and Sexual Harassment Policy.
2. Regents Policy 1101: Policy on Board Education and Assessment be amended as shown in Attachment 2, to require that all Regents take the University's sexual harassment prevention training program for supervisors upon being appointed to the Board and thereafter on a bi-annual basis.

**BACKGROUND**

Members of the Board of Regents serve as trustees for the People of the State of California and as stewards for the University of California. (Bylaw 21.1) Regents are required to comply with all applicable laws, regulations, and University policies. (Bylaw 21.3) Regents must fulfill their responsibilities with a high degree of ethics and candor. (Bylaw 21.4) Apart from these general standards of good conduct, Regents have a particular responsibility to ensure that all members of our community and the communities in which we live are treated with respect and dignity. Accordingly, for the past two years, the University has focused considerable effort on reforming the ways matters of sexual harassment and sexual violence involving students, faculty, and staff are handled by the University. This reflects our strong commitment to creating a safe environment in which all can live, work, and learn.

Members of the Board of Regents are closely identified with the University of California in the minds of the public, even in their private capacities. Actions taken by individual Regents that are inconsistent with the University's Statement of Ethical Values and Standards of Ethical Conduct or the Sexual Harassment and Sexual Violence Policy may harm the University, even where those actions are not related to the individual's service as a Regent. As public leaders, the conduct of members of the Board must reflect the behavior required of faculty, staff, and students of the University. Failure to meet these standards of conduct, whether in the course of serving as a member of the Board of Regents or in a private capacity, constitutes a failure to fulfill the duties and requirements of a member of the Board.

The Governance and Compensation Committee believes that it is incumbent on the Board to make clear these expectations of Regents with regard to their public and private actions, and accordingly recommends adoption of the policy changes reflected in Attachments 1 and 2. In accordance with Bylaw 21.11, the Committee will return to the Board in the near term with recommendations on specific procedures for addressing allegations of a breach of these conduct standards by members of the Board.

Attachments:

[Attachment 1: Regents Policy 1100: Statement of Expectations of the Members of the Board of Regents](#)

[Attachment 2: Regents Policy 1101: Policy on Board Education and Assessment](#)