



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

May 3, 2024

CHANCELLORS
LABORATORY DIRECTOR WITHERELL
ACADEMIC COUNCIL CHAIR STEINTRAGER
ANR VICE PRESIDENT HUMISTON

**Re: Issuance of Revisions to Academic Personnel Manual (APM) Section 035,
Affirmative Action and Nondiscrimination in Employment**

Dear Colleagues:

I am formally issuing revised Academic Personnel Manual (APM) section 035 Affirmative Action and Nondiscrimination in Employment (APM - 035), effective retroactive to January 1, 2024. The revised APM - 035 may be found online on the [Academic Personnel and Programs website](#).

The revisions add nondiscrimination for off-duty cannabis use consistent with Assembly Bill 2188, which added Section 12954 to the Government Code. In addition, Appendix A was deleted and incorporated into policy, and language regarding pay transparency from the systemwide Anti-Discrimination Policy was moved to the APM because the new Anti-Discrimination Policy, issued effective February 20, 2024, applies to students and other non-employees.

I wish to thank all members of the University community who participated in the consultation of the revisions to this important APM policy. Your contributions are deeply appreciated.

Sincerely,

A handwritten signature in cursive script that reads "Katherine S. Newman".

Katherine S. Newman
UC System Provost and
Executive Vice President for Academic Affairs

UC Berkeley Chancellor's Distinguished Professor
of Sociology & Public Policy

cc: President Drake
Executive Vice Chancellors/Provosts

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Vice President and Chief of Staff Kao
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