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STATE OF CALIFORNIA  
PUBLIC EMPLOYMENT RELATIONS BOARD

# UNFAIR PRACTICE CHARGE

DO NOT WRITE IN THIS SPACE: Case No:

Date Filed: 06/03/2024

**INSTRUCTIONS:** File the original and one copy of this charge form in the appropriate PERB regional office (see PERB Regulation 32075), with proof of service attached to each copy. Proper filing includes concurrent service and proof of service of the charge as required by PERB Regulation 32615(c). All forms are available from the regional offices or PERB's website at www.perb.ca.gov. If more space is needed for any item on this form, attach additional sheets and number items.

IS THIS AN AMENDED CHARGE? YES  If so, Case No \_\_\_\_\_ NO

1. CHARGING PARTY: EMPLOYEE  EMPLOYEE ORGANIZATION  EMPLOYER  PUBLIC<sup>1</sup>

- a. Full name: UCLA Faculty Association
- b. Mailing Address: 1999 Harrison Street, Suite 2700, Oakland, CA 94612
- c. Telephone number: (510) 272-0169
- d. Name and title of agent to contact: Hugh Schlesinger, Attorney E-mail Address: HSchlesinger@leonardcarder.com  
Telephone number: (510) 272-016 Fax No.:
- e. Bargaining Unit(s) involved:

2. CHARGE FILED AGAINST: (mark one only) EMPLOYEE ORGANIZATION  EMPLOYER

- a. Full name: Regents of the University of California
- b. Mailing Address: 1111 Franklin Street, 8th Floor, Oakland, CA 94607
- c. Telephone number:
- d. Name and title of agent to contact: Allison Woodall, Deputy General Counsel E-mail Address: allison.woodall@ucop.edu; ucperb@ucop.edu  
Telephone number: Fax No.:

3. NAME OF EMPLOYER (Complete this section only if the charge is filed against an employee organization.)

- a. Full name:
- b. Mailing address:

4. APPOINTING POWER: (Complete this section only if the employer is the State of California. See Gov. Code, § 18524.)

- a. Full name:
- b. Mailing Address:
- c. Agent:

## 5. GRIEVANCE PROCEDURE

<sup>1</sup>An affected member of the public may only file a charge relating to an alleged public notice violation, pursuant to Government Code section 3523, 3547, 3547.5, or 3595, or Public Utilities Code section 99569

Are the parties covered by an agreement containing a grievance procedure which ends in binding arbitration?

Yes  No  Unknown

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#### 6. STATEMENT OF CHARGE

a. The charging party hereby alleges that the above-named respondent is under the jurisdiction of: (check one)

- Educational Employment Relations Act (EERA) (Gov. Code, § 3540 et seq.)
- Ralph C. Dills Act (Gov. Code, § 3512 et seq.)
- Higher Education Employer-Employee Relations Act (HEERA) (Gov. Code, § 3560 et seq.)
- Meyers-Miliias-Brown Act (MMBA) (Gov. Code, § 3500 et seq.)
- Los Angeles County Metropolitan Transportation Authority Transit Employer-Employee Relations Act (TEERA) (Pub. Utilities Code, § 99560 et seq.)
- One of the following Public Utilities Code Transit District Acts: San Francisco Bay Area Rapid Transit District Act (SFBART Act) (Pub. Util. Code, § 28848 et seq.), Orange County Transit District Act (OCTDA) (Pub. Util. Code, § 40000 et seq.), Sacramento Regional Transit District Act (Sac RTD Act) (Pub. Util. Code, § 102398 et seq.), Santa Clara VTA, (Pub. Util. Code, § 100300 et seq.), and Santa Cruz Metro (Pub. Util. Code., § 98160 et seq.)
- Trial Court Employment Protection and Governance Act (Trial Court Act) (Article 3; Gov. Code, § 71630 – 71639.5)
- Trial Court Interpreter Employment and Labor Relations Act (Court Interpreter Act) (Gov. Code, § 71800 et seq.)

b. The specific Government or Public Utilities Code section(s) or PERB regulation section(s) alleged to have been violated is/are:  
Gov. Code 3571, subd. (a)

c. For MMBA, Trial Court Act and Court Interpreter Act cases, if applicable, the specific local rule(s) alleged to have been violated is/are (***a copy of the applicable local rule(s) MUST be attached to the charge:***)

d. Provide a clear and concise statement of the conduct alleged to constitute an unfair practice including, where known, the time and place of each instance of respondent's conduct, and the name and capacity of each person involved. This must be a statement of the facts that support your claim and *not conclusions of law*. A statement of the remedy sought must also be provided. (*Use and attach additional sheets of paper if necessary.*)

Please see attachment

#### DECLARATION

I declare under penalty of perjury that I have read the above charge and that the statements herein are true and complete to the best of my knowledge and belief. (A Declaration will be included in the e-mail you receive from PERB once you have completed this screen. The person filing this Unfair Practice Charge is required to return a properly filled out and signed original Declaration to PERB pursuant to PERB Regulations 32140 and 32135.)

Hugh Schlesinger  
(Type or Print Name)

/s/ Hugh Schlesinger  
(Signature)

06/03/2024  
Date



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STATE OF CALIFORNIA  
PUBLIC EMPLOYMENT RELATIONS BOARD  
**UNFAIR PRACTICE CHARGE**

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IS THIS AN AMENDED CHARGE? YES  If so, Case No. NO

1. CHARGING PARTY: EMPLOYEE  EMPLOYEE ORGANIZATION  EMPLOYER  PUBLIC<sup>1</sup>

a. Full name: UCLA Faculty Association

b. Mailing address: 1999 Harrison Street, Suite 2700, Oakland, CA 94612

c. Telephone number: (510) 272-0169

d. Name and title of person filing charge: Hugh Schlesinger, Attorney E-mail Address: HSchlesinger@leonardcarder.com  
Telephone number: (510) 272-0169

e. Bargaining unit(s) involved:

2. CHARGE FILED AGAINST: (mark one only) EMPLOYEE ORGANIZATION  EMPLOYER

a. Full name: Regents of the University of California

b. Mailing address: 1111 Franklin St., 8th Floor, Oakland, CA 94607

c. Telephone number:

d. Name and title of agent to contact: Allison Woodall, Deputy General Counsel E-mail Address: allison.woodall@ucop.edu  
Telephone number:

3. NAME OF EMPLOYER (Complete this section only if the charge is filed against an employee organization.)

a. Full name:

b. Mailing address:

4. APPOINTING POWER: (Complete this section only if the employer is the State of California. See Gov. Code, § 18524.)

a. Full name:

b. Mailing address:

c. Agent:

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5. GRIEVANCE PROCEDURE

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Are the parties covered by an agreement containing a grievance procedure which ends in binding arbitration?

Yes  No  Unknown

6. STATEMENT OF CHARGE

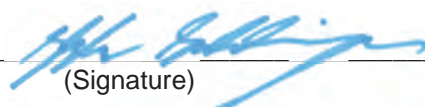
- a. The charging party hereby alleges that the above-named respondent is under the jurisdiction of: (check one)
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  - One of the following Public Utilities Code Transit District Acts: San Francisco Bay Area Rapid Transit District Act (SFBART Act) (Pub. Util. Code, § 28848 et seq.), Orange County Transit District Act (OCTDA) (Pub. Util. Code, § 40000 et seq.), Sacramento Regional Transit District Act (Sac RTD Act) (Pub. Util. Code, § 102398 et seq.), Santa Clara VTA, (Pub. Util. Code, § 100300 et seq.), and Santa Cruz Metro (Pub. Util. Code., § 98160 et seq.)
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- b. The specific Government or Public Utilities Code section(s), or PERB regulation section(s) alleged to have been violated is/are: Gov. Code 3571, subd. (a) Unknown
- c. For MMBA, Trial Court and Court Interpreter Act cases, if applicable, the specific local rule(s) alleged to have been violated is/are **(a copy of the applicable local rule(s) MUST be attached to the charge):**
- d. Provide a clear and concise statement of the conduct alleged to constitute an unfair practice including, where known, the time and place of each instance of respondent's conduct, and the name and capacity of each person involved. This must be a statement of the facts that support your claim and *not conclusions of law*. A statement of the remedy sought must also be provided. *(Use and attach additional sheets of paper if necessary.)* See attached   
See attachment.

DECLARATION

I declare under penalty of perjury that I have read the above charge and that the statements herein are true and complete to the best of my knowledge and belief and that this declaration was executed on 06/03/2024  
(Date)

at Oakland, CA  
(City and State)

Hugh Schlesinger  
(Type or Print Name and Title, if any)

  
(Signature)

Mailing Address: 1999 Harrison St., Suite 2700, Oakland, CA

E-Mail Address: HSchlesinger@leonardcarder.com

Telephone Number: (510) 272-0169



**PROOF OF SERVICE**

I declare that I am a resident of or employed in the County of Alameda,  
State of California. I am over the age of 18 years. The name and address of my  
Residence or business is Leonard Carder, LLP  
1999 Harrison Street, Suite 2700, Oakland, CA 94612

On 6/3/2024, I served the Unfair Practice Charge  
(Date) (Description of document(s))

\_\_\_\_\_ in Case No. \_\_\_\_\_  
(Description of document(s) continued) PERB Case No., if known)

on the parties listed below by (check the applicable method(s)):

- placing a true copy thereof enclosed in a sealed envelope for collection and delivery by the United States Postal Service or private delivery service following ordinary business practices with postage or other costs prepaid;
- personal delivery;
- electronic service - I served a copy of the above-listed document(s) by transmitting via electronic mail (e-mail) or via e-PERB to the electronic service address(es) listed below on the date indicated. (May be used only if the party being served has filed and served a notice consenting to electronic service or has electronically filed a document with the Board. See PERB Regulation 32140(b).)

(Include here the name, address and/or e-mail address of the Respondent and/or any other parties served.)  
Allison Woodall, Deputy General Counsel  
UC General Counsel Office  
1111 Franklin Street, 8th Floor  
Oakland, CA 94607-5200  
email: Allison.Woodall@ucop.edu  
email: UCPERB@ucop.edu

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration was executed on 6/3/2024,  
(Date)  
at San Francisco, California.  
(City) (State)

Sarah Lentini

/s/SLentini

(Type or print name)

(Signature)

## ATTACHMENT TO UNFAIR PRACTICE CHARGE

### I. Introduction

Charging Party the UCLA Faculty Association (“UCLAFA”) brings this charge against the Regents of the University of California (“UC” or the “University”) for interfering with faculty members’ exercise of rights guaranteed to them under HEERA and discriminating against faculty for exercising protected rights.

Between April 25 and May 2, 2024, students, staff, and community members taking part in the UCLA Palestine Solidarity Encampment (the “Encampment”) were subjected to steadily escalating violence by anti-Palestinian counter-protestors. From the start of the Encampment, UCLA faculty, including UCLAFA members, were on site and a visible presence, often holding a large sign that stated “UCLA Faculty and Staff Supporting Our Students.” Faculty served as a communication channel between student protestors and the administration, and – in real time – warned UCLA’s administration of aggression by counter-protestors. Between April 27 and May 1, Faculty repeatedly sounded the alarm to the administration that students were in danger: they directly communicated with the administration about specific acts of violence inflicted on students, requested that the administration do more to protect students, held a walk-out, and conducted a press conference denouncing the violence and the administration’s failure to act. On the night of April 30, when counter-protestors violently attacked students, it was clear the UCLA administration would not respond to faculty’s repeated requests to quell the violence. UCLAFA members, including Isabella Arzeno, Graeme Blair, Miloš Jovanović, Bharat Venkat, Salih Can Açıksöz, and Danielle Carr, as well as other faculty intervened to try to protect their students, in several cases physically placing themselves between students and the counter-protestors.

On May 1, the following night, UCLA directed law enforcement to forcibly evict the pro-Palestinian protestors. On that night too, UCLAFA members including Blair, Carr, and Zirwat Chowdhury, and other faculty tried to protect their students and their right to peacefully protest. Nevertheless, the police subjected them to violence, arresting and brutalizing several faculty, including Blair and Chowdhury, who were holding a large banner that clearly identified them as faculty.

On May 15, graduate students represented by UAW Local 4811, voted to authorize an unfair labor practice strike to protest UC’s unlawful actions. In response, UC issued new, overbroad restrictions on members’ right to speak, prohibiting faculty from speaking to any students or employees about the strike or other union activities, regardless of whether there was a supervisory relationship. Any reasonable employee would interpret UC’s directives as an instruction not to exercise basic rights guaranteed by HEERA, including the right to engage in protected concerted activity and the right to academic freedom.

The University’s egregious actions in response to the Encampment interfere with employee rights and discriminate against faculty members for exercising their protected rights. The University has violated the Higher Education Employer-Employee Relations Act (HEERA), sections 3565 and 3571, subdivision (a).

## **II. Facts**

### **A. The UCLA Faculty Association**

The UCLA Faculty Association (UCLAFA) is a voluntary, dues-supported employee organization that represents UCLA faculty. UCLAFA represents faculty on employment and academic freedom issues and is affiliated with the Council of UC Faculty Associations (CUCFA), along with other UC Faculty Associations. At present, there are approximately 150 UCLAFA members.

UCLAFA members and other faculty research and teach a variety of subjects, including – as relevant to the instant charge – labor law, labor-capital relations, university governance, socially responsible investing, colonialism, imperialism, Middle Eastern history, international law, social movements, the study of war, the study of violence, and other related topics. They also advise students who research these topics or who have educational interests in them.

Along with their classroom instruction duties, faculty interact with students in a wide range of campus settings. They hold open office hours and advise students on theses, dissertations, and other research. Faculty talk with students about current events in the context of their academic curriculum. As part of their advising duties, faculty help students navigate the institution and academic experience generally, including by supporting and counseling students who at times seek to understand or change policies of the UCLA administration. Faculty are also required to identify students in mental health distress and refer them to mental health services at UCLA.

UCLA faculty are also required to document and report violations of federal law. For example, faculty must report violations of Title IX of the Education Amendments of 1972, which prohibits sex-based discrimination in any school or other education program that receives federal funding. Similarly, faculty must report violations of Title IV and VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, and national origin in programs receiving federal funds, including education.

### **B. The UCLA Palestine Solidarity Encampment and UCLA Faculty.**

In February 2024, UCLA’s Chancellor and Executive Vice Chancellor and Provost (“EVCP”) Darnell Hunt created a Task Force on Anti-Palestinian, Anti-Muslim and Anti-Arab Racism (“Task Force”) to investigate the causes and results of racism on UCLA’s campus. The Task Force is comprised of faculty members of UC’s Academic Senate. On April 24, 2024, the Task Force submitted an urgent report to EVCP Hunt that conveyed “grave concerns about the deteriorating climate on campus,” identified that there were “extraordinary tensions on campus,” and raised the risk of a “hostile work environment and retaliation through personnel reviews and merit processes” that Palestinian, Muslim, and Arab employees were facing. (Exhibit 1, pp. 3-4 [Task Force Report].) In the April 24 email, the Task Force offered several concrete proposals to address the pressing issues that the report identified. (*Id.*, p. 4.)

On April 25, 2024, UCLA students, employees, and community members (collectively, the “Protesters”) set up around 30 tents on Dickson Plaza in front of Royce Hall on the UCLA

campus, forming the UCLA Palestine Solidarity Encampment (Encampment). (Exhibit 2 [map of UCLA].) The Protestors intended to call attention to Israel's ongoing genocide in Gaza, Palestine and occupation of the West Bank, Palestine and to make demands on the University. Among these were a number of demands related to the terms and conditions of employment for University employees, including: recognizing employees' personal conscience rights to opt out of participation in military-funded research; opposing the discrimination and hostile work environment directed towards Palestinian, Muslim, and pro-Palestinian Jewish employees; and opposing UC's disparate negative treatment of pro-Palestinian speech in the workplace and on campus.

Faculty members, including UCLAFA members, were present at the Encampment from its inception to its violent eviction. The faculty's primary role at the encampment was to support and protect their students, and to provide a communication channel from the students to the administration. Starting on April 25, faculty members of the group Faculty for Justice in Palestine set up a table directly inside the Encampment. Faculty were also present in and around the Encampment, holding a large banner, dimensions approximately 3 feet by 12 feet, that stated "UCLA Faculty and Staff Supporting Our Students." Faculty were also present to express their own concern for the climate on campus – much like students and other community members, many Palestinian, Muslim, and pro-Palestinian Jewish and non-Jewish UCLA Faculty members had been subject to harassment and discrimination from anti-Palestinian counter-protesters and other anti-Palestinian individuals and groups at UCLA, creating a hostile workplace for these faculty members. Faculty held signs supporting free speech on campus and the right to academic freedom.

**C. Tensions and conflict around the Encampment increased as aggression and harassment by anti-Palestinian counter-protesters went unchecked by the University for multiple days.**

In the days between April 25 and April 30, 2024, anti-Palestinian counter-protesters increased their presence on campus. (See, e.g., Exhibit 3 [Brian Osgood, *Activists say UCLA Palestine encampment assault followed days of harassment*, AL JAZEERA, May 2, 2024].) Counter-protesters harassed Protesters more and more, from first taunting them, to then setting up loudspeakers to play the same handful of songs on repeat throughout the night at a booming volume. Counter-protesters threw a backpack into the Encampment that appeared to be a bomb but contained poisoned dead mice. They attempted to violently enter the encampment and repeatedly used epithets. They roamed around the campus, harassing those they suspected of supporting the Encampment.

During this time, UCLAFA members and other faculty supporting their students were subjected to harassment, assault, and other forms of intimidation from anti-Palestinian counter-protesters. Multiple faculty were subjected to vile verbal harassment and sexual harassment—including violent, transphobic, racist, and sexist slurs and threats—by counter-protesters at or near the Encampment. At least one member of the faculty was physically pushed by counter-protesters attempting to enter the Encampment. Counter-protesters filmed UCLAFA member Hannah Appel, and then posted her phone number and email address online. She was then doxed,

and received hundreds of emails and calls, including callers that stated her correct address and made sexualized threats.

On April 27, faculty raised their concerns to the administration. The faculty Task Force notified EVCP Hunt that an aggressive counter-protest was building for Sunday, April 28, and that counter-protesters had raised a large amount of money to disrupt the encampment. In addition, one faculty member spoke directly with Administrative Vice Chancellor Michael Beck and notified him of these threats. But Vice Chancellor Beck insisted that counter-protesters did not want to “pick a fight” and assured that UC had hired dozens of security guards to “help address any provocations or potential attacks” at the Encampment.

UCLA did not intervene and, predictably, the harassment grew. On April 28, UC allowed anti-Palestinian counter-protesters to erect a stage and sound system and hold a rally on Dickson Plaza, just 30 feet from the Encampment. At this rally, counter-protesters flew the flag of the Jewish Defense League – a far-right political group that is designated as a terrorist organization by the US – and broadcast at high volume graphic videos of killings, violence, and sexual violence that have occurred in the Israel-Palestine conflict onto a jumbotron. The University allowed the jumbotron to remain on the plaza playing these videos on loop for days, only removing it on May 2 after the Encampment had been forcibly evicted. Several faculty use offices that directly face the area where the jumbotron was set up and were subjected to hours of graphic sounds and images. The jumbotron was playing videos at such a loud volume that it interfered with the faculty’s ability to teach in surrounding buildings and could be heard at a high volume in buildings one block away. Multiple faculty filed Title IX complaints over the jumbotron, and a UCLAFA member wrote to two UCLA Deans to complain about it. (See, e.g., Exhibit 4 [Title IX Complaint].)

Before April 30, the University repeatedly stated it would avoid using police or other law enforcement personnel in interactions with the Protestors. On April 26, Vice Chancellor for Strategic Communications Mary Osako released a statement proclaiming that UCLA would follow UC guidance and not “preemptively” request law enforcement and would only do so “if absolutely necessary” for campus safety. (Exhibit 5 [Press Release, UCLA statement on demonstrations]; see also Exhibit 6, p. 4 [UC Community Safety Plan, 2021].) The University reiterated this message in an April 28 Bruin Alert. (Exhibit 7 [April 28 Bruin Alert].) In addition, senior administrators told several faculty that UCLA would not call the police on the encampment, so long as the encampment stayed peaceful.

**D. On the night of April 30, the University consciously disregarded the safety of students, Faculty, and other community members at the Encampment.**

On the afternoon of April 30, Carr emailed UCLA’s Title IX office expressing disbelief at the “truly unbelievable” aggression that Protesters had faced from counter-protesters during the April 28 rally. (Exhibit 8, p. 5 [Jon Swain, et. al, *Despite warnings of violence at UCLA, police didn’t step in for over 3 hours*, THE WASHINGTON POST, May 11, 2024].) She asked what the administration was planning on doing to protect students. (*Ibid.*) The administration did not respond.



Later on April 30, UCLA Chancellor Gene Block declared the encampment illegal. He issued a statement acknowledging there were “instances of violence” related to the Encampment and announced that UC would increase the security and law enforcement presence around the encampment. (Exhibit 9.) Also on April 30, UC President Michael Drake asserted that conditions on UCLA’s campus threatened student safety and expressed support for Chancellor Block’s decision to forcefully evict the Encampment. (Exhibit 10.)

Starting at approximately 11:00 pm on April 30, anti-Palestinian counter-protesters attacked the Encampment. Counter-protesters assaulted students with metal pipes, mace, and pepper spray, while others tore down barricades surrounding the Encampment and launched fireworks into the Encampment. Campus security and law enforcement were stationed approximately 200 feet away from the Encampment but allowed the assault to continue unchecked for four hours.

A group of UCLAFA members, including Isabella Arzeno, Graeme Blair, Miloš Jovanović, and Bharat Venkat, Salih Can Açıksöz, and Danielle Carr, along with other faculty, did their best to protect the students. Because no one else intervened, at one point they lined up to physically shield students from the counter-protestors. Faculty tended to students’ injuries. Faculty requested help from private security but received no assistance. Many tried to de-escalate tensions and do whatever they could to stop the attack.

Faculty also pleaded with the administration for help. At approximately 11:30 pm, a member of the faculty texted Administrative Vice Chancellor Beck, informing him that people, including a faculty member, were being pepper sprayed by counter-protestors; that there had been a “rocket attack”; and that the counter-protestor crowd was “growing” and “coming in from all sides.”

Nevertheless, UCLA officials stood by while the violence unfolded. The administration waited until 12:30 am, an hour and a half after counter-protesters began their assault, to request assistance from the California Highway Patrol. (Exhibit 8, p. 4.) Some faculty who sought shelter in their offices were denied access to their own office buildings by private security personnel, and instead left to brave the counter-protesters’ assault. As the attack continued, and while students and faculty pleaded for help, several UC officials monitored the developments at the Encampment, including Chancellor Block, who observed the events from Royce Hall. It was not until approximately 2:45 am on May 1 that officers finally intervened to separate the counter-protesters from the Encampment.

Faculty described conditions at the Encampment as a “war zone,” with some students laying on the ground bleeding, and others suffering from severe eye pain due to chemical irritants. One UCLAFA member, a former EMT, tended to students’ injuries.

At least a dozen Protesters, including multiple UCLAFA members, were injured during the April 30 assault. Injuries inflicted on faculty included at least four who were sprayed with chemical irritants, two who were shot with fireworks, three who were hit by projectiles, and at least one who was beaten with a wooden stick or rod. UCLAFA members experienced shortness of breath, watery eyes, eye pain, and coughing. Faculty were also subjected to homophobic, racist, and xenophobic verbal abuse from counter-protesters.

**E. UCLA faculty members denounced anti-Palestinian counter-protesters' violence against the Encampment and UCLA's failure to act.**

After the assault, UCLAFA members and other faculty organized to denounce this violence and the University's failure to protect students. On May 1, faculty held a march and press conference, and criticized UCLA's administration for allowing the attack; speakers at the press conference were heckled by anti-Palestinian counter-protesters. The same day, faculty in various UCLA departments began drafting and circulating statements denouncing the University's failure to protect students. (See, e.g., Exhibits 11 [Statement of Members of the UCLA Department of History Faculty] and 12 [No Police Actions – Letter to UCLA Chancellor Gene Block from Faculty and Staff].)

The Task Force also wrote a letter to UCLA Chancellor Block, urging him to take responsibility for UCLA's failure to protect students during the attack. The Task Force insisted that the Chancellor take immediate steps against the counter-protestors, and listed several demands, including that UCLA remove the jumbotron that continued to display violent images and horrific sounds; take no police action against students or UCLA personnel engaging in their First Amendment right to demonstrate and protest; prioritize student safety; and not issue any discipline against protestors. (Exhibit 1, p. 5.) The letter also stated that faculty had regularly visited the encampment and noted that over 200 faculty had participated in a march in support of students' free speech rights.

Also on May 1, EVCP Hunt visited the encampment to meet with a delegation of student representatives to discuss the encampment's demands. During that meeting, which UCLAFA members and other faculty attended, students denounced UCLA's failure to protect the Protestors from the violent mob. During that delegation, UC's private security was aggressive, and violently and repeatedly pushed one faculty member in attendance.

**F. On the night of May 1, the University invited law enforcement onto UCLA's campus to forcibly evict Protesters from the Encampment.**

On the evening of May 1, 2024, the University ordered heavily armed law enforcement officers from multiple agencies to evict Protesters from the Encampment.

During the early hours of May 2, law enforcement violently evicted Protesters and systematically destroyed the Encampment. This process took several hours, during which officers arrested at least 209 Protesters and injured at least 25 Protesters so severely that they needed hospitalization. Injuries inflicted on Protesters by officers included burns from flashbang fragments, head trauma from rubber bullets, and respiratory failure from smoke inhalation. (See Exhibit 14, p. 3 [Connor Sheets, et al., *At UCLA camp, police report no serious injuries, but protesters tell another story*, LOS ANGELES TIMES, May 3, 2024].) At least one Protester's head injury was confirmed to have resulted in a subarachnoid hemorrhage, which was likely worsened by the delay in emergency medical services.

Faculty were also present that night and did their best to protect students and de-escalate the violence. At least one faculty member was in direct communication with senior UCLA administrators, updating them on developments at the Encampment and pleading with them to



suspend the eviction. Other faculty spoke with law enforcement and security guards to de-escalate the situation and requested that officers stop firing stun grenades and lower weapons pointed at students. Several UCLAFA members were arrested and/or assaulted by law enforcement officers, including Blair, Carr, and Chowdhury; Blair and Chowdhury were arrested while holding the large sign reading “UCLA Faculty and Staff Supporting Our Students.” Police arrested and threw another member of the faculty to the ground, and then violently dragged and knelt on their head. Faculty were kept in detention in squalid conditions for nearly 12 hours. While LA Mayor Karen Bass had announced that Protesters arrested at the Encampment would be processed and released on site, law enforcement told faculty they were held for additional time at the University’s request. Officers also demasked several Faculty members and marched them in front of television cameras.

**G. UCLA faculty denounced the violent eviction of protestors from the Encampment.**

Immediately following the May 1 eviction of the Encampment, UCLAFA members and other faculty organized and denounced UC’s repression of Protesters. Between May 1 and May 31, groups of faculty from dozens of UCLA departments released statements condemning UCLA’s attack of the encampment and demanding that UC grant amnesty for all protestors, and that Chancellor Block immediately resign. These included statements from members of the Department of History Faculty; the Department of English, Comparative Literature, and Writing Programs Faculty; the Institute of the Environment and Sustainability at UCLA (IoES); the UCLA Black, Latinx, and Native American (BLNA) Faculty Collective of the David Geffen School of Medicine; the Department of Classics Faculty, the Latino Policy and Politics Institute; the Ecology and Evolutionary Biology Department; Architecture and Urban Design; the Institute for Society and Genetics; and many others. (Exhibit 15 [*We Stand With Our Students – UCLA Faculty and Staff Speak Out*, <https://sites.google.com/view/we-stand/we-stand>, last visited May 31, 2024].)

For example, the BLNA Faculty Collective of the David Geffen School of Medicine wrote that they were distraught over the division in UCLA’s community and the silencing of First Amendment rights and pointed out that faculty promoting “core University values,” such as fostering an environment of mutual respect had been personally and intellectually targeted. (Exhibit 25.) BLNA also pointed out that many UCLA students, trainees, staff, and faculty had migrated to the United States from totalitarian regimes without freedom of speech and experienced violations of human and civil rights, and that the violence permitted by UCLA had been re-traumatizing. (*Id.*) Similarly, members from the Department of Asian Languages and Cultures pointed out that many members of the faculty had grown up under repressive regimes and were shocked that the UCLA’s administration “rhetoric and actions” reminded them “so vividly of their youth.” (Exhibit 26.) They stated that UCLA faculty, staff, and students come from diverse backgrounds, and that many did “not feel safe on campus. (*Id.*) A group of Jewish faculty and staff also criticized the way Chancellor Block “(mis)used Jews as a justification for the arrest of those associated with Students for Justice in Palestine and their sister organizations, including Jewish Voice of Peace.” (Exhibit 13, p. 2 [An Open Letter to the UCLA Community from UCLA Jewish Faculty and Staff].)

On May 4, Faculty protested an event at UCLA's Hammer Museum, demanding amnesty for all Protesters involved with the Encampment.

On the morning of Monday, May 6, a group of students and community members gathered at Parking Lot 2 on UCLA's campus. Before they had begun to march or take any protest action, law enforcement arrested 44 people. Later that morning, approximately 40 students attempted a sit-in at Moore Hall, before marching to Dodd Hall. In response, the University sent dozens of armed police in riot gear, locked Moore Hall at or around 8 a.m. and switched classes scheduled to be held in that building to remote for the day.

Also on May 6, faculty sent the administration a petition expressing their support for their students and making a series of demands. These included that (1) UCLA Chancellor Block resign; (2) all charges be dropped, and full amnesty be given to all students, staff, and faculty involved in the Encampment, and (3) that UCLA disclose all investments and divest from all military weapons production companies and supporting systems. (Exhibit 16.)

**H. In response to purported disruption, UCLA largely shut down and flooded the campus with security, which suppressed protected concerted activity.**

At approximately 4:00pm on May 6, UCLA announced that, “[d]ue to ongoing disruption” the campus would return to “limited operational status” through May 10, that most campus buildings would be closed, and that all teaching would move online. (Exhibit 17 [BruinALERT: Campus Activity Updates (May 6th at 4:00PM)].) The only purported “disruption” that day was the arrest of students who had congregated in a parking lot, and the attempted sit-in at Moore Hall. The campus remained closed until Friday, May 10. During this period, dozens of events were cancelled and UCLA flooded the campus with dozens of private security personnel from multiple agencies.

The inevitable result of the blanket campus closure was that students and faculty were reluctant to even be present on campus, and were deterred from engaging in any sort of protest activity. For many students, faculty, and staff of color, and immigrant students and faculty, the ubiquitous presence of security and law enforcement on campus led to increased fear to be physically present on campus. This, in turn, burdened faculty-student relationships.

In addition, the traditional forums for conducting protected concerted activity were instead occupied by security guards. These venues include Royce Quad, the Bruin/Tongva Steps, and Dickson Court, which have, for decades, been frequently used as sites for protected concerted activity. (See Exhibit 2.) During this period, over 50 on-campus events were cancelled or postponed.

As discussed further below, the dramatic and disproportionate response to close the campus because of purported disruption was pretext for the University's desire to suppress protest activity and other concerted activity, including that of faculty. It was not until May 10 that UCLA announced it would return to normal operations the following week.

**I. UCLA Faculty members continued to denounce UCLA's violent eviction of Protesters from the Encampment.**

On May 9, UCLAFA members and other faculty held a press conference at which they demanded amnesty and expressed support for students, faculty, and staff who had been arrested during the eviction of the Encampment.

On May 13, the Task Force submitted a new report to EVCP Hunt. The May 13 report documented the “recent violent attacks from counter protesters on the Palestinian Solidarity Encampment [the April 30 assault], the University’s utter failure to protect the students under attack, and the violence perpetrated by police who at the administration’s behest cleared the encampment by injuring, detaining and arresting peaceful protesters.” (Exhibit 1, p. 1.) The report noted that the “administration has yet to grant student protesters amnesty, offer to cover medical expenses for injuries they sustained at the hands of counter protesters and the police, and protect their fundamental right to engage in peaceful protest.” (*Ibid.*) It further lamented that the Task Force’s prior attempts to “bring racism and violence to [EVCP Hunt’s] attention” had “largely been ignored.” (*Ibid.*)

**J. The University announced it would discipline those arrested or cited for their participation in the Encampment.**

On May 9, the University of California Office of the President (UCOP) issued “guiding principles” for campus discipline. (Exhibit 18 [May 9, 2024, Press Release].) These guiding principles included that any “member of the university community who is arrested for unlawful behavior or cited for a violation of university policy must go through the applicable review process, such as ... [the] employee disciplinary process.” (*Ibid.*) On May 16, UC Board of Regents endorsed UCOP’s May 9 guidelines. (Exhibit 19 [Press Release, UCOP, UC Board of Regents statement on conduct guidelines issued by UC President Michael V. Drake, M.D., May 16, 2024].)

**K. The University announced a blanket requirement that faculty not speak to any students or other employees about the UAW strike, union membership, or union activities.**

On May 15, in response to the myriad of unfair labor practices committed by the University in its handling and eviction of the Encampment, United Auto Workers Local 4811 (“UAW”) members voted to give the UAW Executive board the authority to call a strike if circumstances justified.

On May 16, EVCP Hunt and other UCLA administrators sent a letter about the UAW strike to UCLA faculty and staff. (See Exhibit 20 [May 16 letter].) In this letter, Hunt reiterated that the strike was unlawful, and directed that “University employees in supervisory or managerial roles should refrain from engaging in conversations with union members about any aspect of the strike” and that they “avoid making statements condemning or praising individuals’ strike activities.” (*Id.* at 1-2.)

Also on or about May 16, the University distributed a list of Frequently Asked Questions (FAQs) about the strike. The FAQ was specifically written for faculty, and instructed faculty not to share the FAQ with certain employees or any UAW-represented employees. (Exhibit 21, p. 1) The FAQs provide that faculty must not discuss the strike with any other student or employee,

regardless of supervisory status, and assert that faculty cannot speak to *any* employees about union membership or other union activity. The FAQ states:

Faculty, Instructors of Record, and/or Principal Investigators should not comment on the strike to students and employees – even students and employees they do not advise/mentor/teach or supervise – except to direct represented employees to their union for any questions they have, including questions about the strike, union membership, or the University’s position on the strike. However, nothing prevents engaging in normal conversations with students and employees concerning subjects unrelated to union membership, union activities, or strike activities.

(*Id.* at pp. 5-6.)

On May 20, UAW members at University of California, Santa Cruz (UCSC) walked out on strike. On May 28, UAW members at UCLA and University of California, Davis (UCD) joined UCSC members on strike. On June 3, the University of California San Diego (UCSD) and University of California Santa Barbara (UCSB) joined the strike.

### III. Discussion

#### A. The University unlawfully interfered with Faculty members’ exercise of their protected rights by issuing overbroad rules.

An employer’s conduct constitutes interference when the conduct would reasonably tend to or does result in harm to employee rights. (*Carlsbad Unified School District* (1979) PERB Decision No. 89, p. 10 (“*Carlsbad*”).) This is an objective test that asks whether, under the circumstances, an employer’s conduct would reasonably discourage employees from engaging in protected activity. (*Id.*; see also *Petaluma City Elementary School District* (2018) PERB Decision No. 2590, p. 8.)

Under the *Carlsbad* test, a charging party need not demonstrate that the adverse action was taken in response to protected activity. (See *Los Angeles Community College District* (2014) PERB Decision No. 2404, p. 9.) Instead, the relevant question is “whether the employer rule would tend to chill employees in the exercise of their protected rights.” (*Ibid*; see also *Rio Hondo Community College District* (1983) PERB Decision No. 292, pp. 13-14 [employer unlawfully threatened to suspend union’s statutory rights if it engaged in a strike].)

When the harm to employee rights is slight, and the employer establishes a justification based on operational necessity, the competing interest of the employer and rights of employees is balanced. (*Carlsbad, supra*, PERB Decision No. 89, pp. 21-30.) If the harm is inherently destructive of employee rights, the employer’s conduct is only excused if the employer establishes circumstances beyond its control and that no alternate action was available. (*Id.* at pp. 10-11.)

Here, the University unlawfully interfered with Faculty members’ protected rights by (1) issuing an overbroad rule that could be reasonably interpreted as prohibiting protected activity; (2) adopting new guidelines that could reasonably be interpreted as threatening discipline for

protest over terms and conditions of employment; and (3) closing campus for an unreasonably long period to quell all protected concerted activity.

**1. The University’s overbroad rule prohibiting faculty from discussing the UAW strike or any matters related to union membership or union activities with any employee or student constitutes unlawful interference.**

HEERA grants employees the right to “form, join and participate in the activities of employee organizations of their own choosing,” and this right includes the rights of employees to discuss working conditions, the right to solicit union membership, and to distribute union materials at the worksite. (See *Napa Valley Community College District* (2018) PERB Decision No. 2563, p. 11; *California State Employees Association* (2001) PERB Decision No. 1365-Sa, p. 7; Gov. Code § 3565.) HEERA also provides that “[a]ll parties subject to this chapter shall respect and endeavor to preserve academic freedom in the University of California . . .” (Gov. Code § 3561, subd. (c).) The University’s rule interferes with both of these rights.

PERB does not look favorably on overbroad, vague rules that tend to chill lawful speech and other protected conduct. (See Gov. Code § 3565; *San Diego Unified School District* (2019) PERB Decision No. 2634, p. 17.) PERB’s test is whether the rule could be reasonably interpreted as prohibiting protected activity. (*San Diego Unified School District, supra*, PERB Decision No. 2634, pp. 9, 18.) “Overbroad restrictions on protected activity are deemed unlawful in toto, not merely in part.” (*Regents of the University of California* (2018) PERB Decision Number 2616-H, p. 17.)

PERB has found similarly overbroad rules constitute unlawful interference. For example, in *California State Employees Association*, PERB found that an employer’s memorandum that prohibited employees from engaging in job actions during “state time” or inside the work site was unlawfully overbroad, because it appeared to prohibit communications between employees during nonwork time and in nonwork areas. (*California State Employees Association, supra*, PERB Decision No. 1365-Sa, p. 10.) Similarly, in *San Diego Unified School District*, PERB found that a letter the employer issued to an employee it was investigating, which directed her not to discuss matters of the investigation with “any staff member,” but expressly permitted her to speak with her “union representative or legal counsel” about the matters, also constituted unlawful interference because it could reasonably be interpreted as prohibiting the employee from discussing her working conditions with her coworkers. (*San Diego Unified School District, supra*, PERB Decision No. 2634, pp. 9, 18.) And in *Los Angeles Community College District, supra*, PERB Decision No. 2404, PERB found that a letter issued to an employee on leave for a fitness-for-duty examination that instructed the employee to “not contact any members of the faculty, staff, or students,” was an unlawful rule because it could reasonably be interpreted to prohibit the employee from engaging in protected activity, such as discussing his working conditions with coworkers. (*Id.*, pp. 2, 9.)

Here, the University’s rules explicitly prohibit Faculty from discussing the UAW strike with students and employees – even students or employees they “do not advise/mentor/teach or supervise” – which also includes subjects related to “union membership, union activities, or



strike activities.” (Exhibit 20.) The University’s rules categorically purport to restrict faculty from discussing *any* issues related to union membership, union activities, or other protected concerted activity with other UCLA faculty, including UCLAFA members, as well as other UCLA employees. UC’s blanket restriction on communication about these topics does not distinguish between work and nonwork time nor between supervisory and non-supervisory relationships discussions of the strike or other union activity.<sup>1</sup> As such, they are overbroad restrictions that any reasonable employee would interpret as prohibiting protected activity, which is a right protected guaranteed by HEERA. (See Gov. Code § 3565.)

In addition, the rule explicitly prohibits faculty from teaching or discussing not only about the UAW strike, but also about unions, union activities, and other labor actions. This violates another important right guaranteed under HEERA – that UC shall “respect and endeavor to preserve academic freedom.” (See Gov. Code § 3561, subd. (c).) Read literally, the rule would prohibit faculty from discussing the UAW strike under any circumstances, including in their classroom curriculum or research, and even during more informal student interactions, such as during office hours or other interactions outside the classroom. The rule makes no distinction between discussions faculty have in a managerial or supervisory capacity versus those they have in an academic capacity – and in fact, most or many faculty would not be considered bona-fide supervisors or managers under HEERA. UC’s restriction is particularly significant for the potentially hundreds of professors at UCLA who research and teach on labor law, labor-capital relations, Israel/Palestine, anti-Palestinian/Arab/Muslim racism, university governance, socially responsible investment policy, imperialism, colonialism, and other related topics. UC’s rule essentially makes these topics off-limits. As such, on its face, the rule purports to dramatically curtail academic freedom.

UC may argue that the rule was necessary for operational necessity. But any purported justification cannot outweigh the University’s overbroad rule, which is a blanket and categorical prohibition on discussing the strike, union membership, or union activity with any UCLA student or employee, on or off work time. If the University wanted to convey to faculty that they should not run afoul of HEERA or the Prohibition on Public Employers Deterring or Discouraging Union Membership, which prohibits the University from deterring or discouraging public employees from becoming or remaining union members, it could have limited the directive in any number of ways, including by clarifying that faculty could teach about the strike, that faculty could speak with other faculty and UCLAFA members about the strike, that faculty could speak with student employees or others who they do not supervise or manage about the strike, that faculty could speak with students who are not University employees about the strike, or that faculty were free to engage in their own protected activity. But UCLA took no such care, and

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<sup>1</sup> The University’s blanket restriction on communication also undermines Senate Faculty’s responsibility as part of UC’s Shared Governance system. Under this system, faculty have “a voice in operation of the University” through the Academic Senate, which “imposes on faculty a measure of responsibility for the manner in which the University operates.” (Exhibit 22, p. 1 [Daniel L. Simmons, *Shared Governance in the University of California: An Overview*].) As such, all faculty have a stake in discussing and debating the social and economic conditions in which their scholarship takes place.

instead issued a blanket communication that had the inevitable effect of chilling protected activity and infringing on the academic freedom of UCLA faculty.

**2. The University's new discipline guidelines also constitute unlawful interference.**

The University's new discipline guidelines also constitute unlawful interference because they can reasonably be read to threaten discipline for engaging in protected activity.

University policy provides that it will “minimize police presence at protests, follow de-escalation methods in the event of violence and seek non-urgent mutual aid first from UC campuses before calling outside law enforcement agencies.” (Exhibit 6, p. 4.) UC policy also prohibits favoring or disfavoring of political speech based on viewpoint. (Exhibit 23, p. 1 [Darnell Hunt, et al., Rights and Responsibilities Related to Free Expression, UCLA, October 2, 2023].) Nonetheless, UC disregarded these policies in its repression of the Encampment when it chose to unilaterally declare the Encampment unlawful and invite law enforcement onto UCLA's campus to evict Protesters. Then, UC issued new disciplinary guidelines that provide that any “member of the university community who is arrested for unlawful behavior or cited for a violation of university policy must go through the applicable review process, such as ... [the] employee disciplinary process.” (Exhibit 18, p. 1.)

Given the University's repudiation of its own policies that protect the right to free speech and peaceful protest, UC's new policy may reasonably be read as a threat by UC to simply arrest and discipline employees for engaging in similar types of protest, including strikes, picketing, or leafletting. Two factors further amplify this threat. First, faculty members who were brutalized and arrested at the Encampment and may now also face discipline under UC's new guidelines. Second, the University has proposed a revision to its Policy on Faculty Conduct and the Administration of Discipline. Under this proposed revision, any consideration of a faculty member for promotion or other faculty advancement processes will be paused for the duration of any formal investigation and subsequent disciplinary action for alleged misconduct by that faculty member. (Exhibit 24, p. 3 [Draft AMP – 016, University Policy on Faculty Conduct and the Administration of Discipline (tracked changes copy)].) In this context, the University's new disciplinary guidelines have a clear tendency to “result in harm to employee rights,” and tends to make faculty members more hesitant to exercise those rights for fear that UC arrest and discipline them. (*University of California* (1983) PERB Decision No. 366-H, p. 11.)

In addition, reading the new discipline policy in conjunction with UCLA's overbroad rules, as discussed *supra* in Section III.A.1, can reasonably be read as a threat of discipline should faculty talk about the strike, unions, or union activity with any student or employee. The disciplinary guidelines have the natural and probable effect of deterring protected activity and therefore constitute unlawful interference.

**3. The University's disproportionate response in closing campus and flooding the campus with dozens of armed security guards between May 6 and May 10 interfered with employee rights.**



The University's decision to return to limited operational status between May 6 and May 10 and to invite hundreds of armed security guards to have a visible presence on campus was an obvious attempt to quell protest, including all protected concerted activity, and interfered with employee rights. The impact of the closure, combined with the heavy security presence, discouraged the exercise of employee rights, both by discouraging faculty and students from being physically present on campus, and by deterring them from engaging in protected concerted activity. Traditional forums where expressive activity had been conducted were instead occupied by armed security, and any reasonable faculty member would be deterred from participating in concerted activities because of closure and heavy security presence.

UC may argue that it had a legitimate basis to close campus, but it could have taken any number of more narrowly tailored measures in response to continuing protest activity.

**B. The University committed interference and discrimination by allowing anti-Palestinian counter-protesters to attack them and calling on law enforcement to forcibly evict and arrest them.**

**1. The University interfered with employee rights under the *Tulare* standard.**

UC unlawfully interfered with employee rights by allowing counter-protestors to attack the Encampment and then calling upon law enforcement to violently evict the peaceful protesters.

In addition to the test articulated above in *Carlsbad*, a Charging Party may establish a prima facie case of interference under the alternate *Tulare* test, where the it alleges facts showing (1) employees were engaged in protected activity, (2) that an employer engaged in conduct which tends to interfere with, restrain or coerce employees in the exercise of those activities, and (3) that the employer's conduct was not justified by legitimate business reasons. (*Public Employees Association of Tulare County, Inc. v. Board of Supervisors of Tulare County* (1985) 167 Cal.App.3d 797, 807 ("*Tulare*").)

PERB has held that an employer's use of law enforcement to remove employees engaged in protected activities can constitute unlawful interference. In *Alliance Environmental Science and Technology High School, et al.*, PERB found that an employer engaged in unlawful interference where (1) the employer requested that deputies stop union organizers from handbilling outside a school, (2) the organizers were engaged in protected activity by distributing union literature on non-work time and in a non-work location, (3) in attempting to use the deputies to stop the organizers, the employer actually interfered with the protected activity and caused at least slight harm to protected rights, and (4) the organizers' actions were peaceful and did not interfere with the employer's operations. (*Alliance Environmental Science and Technology High School, et al.* (2020) PERB Decision No. 2717, pp. 22-25.) In that case, deputies *did not arrest* the Union organizers, the organizers were only temporarily interrupted, and the employer almost immediately retracted the directive, and ultimately allowed the organizers to continue handbilling. (*Id.* at p. 25.) But there was at least slight harm to the exercise of employee rights, because the organizers were unable to speak to as many new teachers as they had wanted due to police presence. (*Ibid.*)

UCLA committed unlawful interference under the *Tulare* standard and *Alliance Environmental Science and Technology High School, et al.*

**a. Faculty engaged in protected concerted activity.**

First, faculty engaged in protected activity by being present at the encampment supporting the demands of students and student employees, and by protesting UCLA's failure to protect them from violence at the hands of counter protestors. Faculty held a large sign that stated "UCLA Faculty and Staff Supporting Our Students," making clear they were there on behalf of their students. Faculty had had repeatedly communicated to the administration – on a daily basis – that they believed student safety was in jeopardy and that they were at the encampment to protect students.

These actions constitute protected activity. Employees engage in protected activity when they advocate over matters that impact workplace safety, and PERB has held that employees engage in protected activity when they collectively advocate over safety issues that impact patients or students they are responsible for. (*See Salinas Valley Memorial Healthcare System* (2012) PERB Decision No. 2298-M; *Rocklin Unified School Dist.* (2014) PERB Decision No. 2376-E ("*Rocklin*"); *Regents of the University of California (Irvine)* (2016) PERB Decision No. 2493-H.) In *Rocklin*, the Board found that a group of nurses' reports about "safety concerns regarding appropriate health care" for students and complaints about workload issues were protected. (*Rocklin, supra*, PERB Decision No. 2376-E, p. 29.) The Board found that a nurse's individual expression of "her belief [that] it was unsafe to train a bus driver to suction a student's trachea tube" was protected when considered in the context of the nurses' collective advocacy for student safety. (*Ibid.*)

PERB has also explicitly stated that NLRA Section 7 rights are similar to the rights granted under PERB statutes. In *Modesto City Schools* (1983) PERB Decision No. 291, the Board held:

The only difference we find between the right to engage in concerted action for mutual aid and protection and the right to form, join and participate in the activities of an employee organization is that EERA uses plainer and more universally understood language . . . . Membership drives, bargaining, leafletting and informational picketing are activities which are, without question, authorized by section 3543. Similarly, work stoppages must also qualify as collective actions traditionally related to collective bargaining.

(*Id.*, p. 62.) Individual workers covered by HEERA, which includes faculty, therefore have the right to engage in concerted activity such as strikes, even if they do not have union representation.

PERB often looks to NLRB precedent for guidance. The NLRB General Counsel has found that employees' collective advocacy for issues which are not explicit terms and conditions of employment are nonetheless protected if those issues impact terms and conditions of employment. An NLRB advice memorandum concluded that employee participation in a "Day Without Immigrants" strike to protest heightened immigration enforcement and call for

immigration reform was protected Section 7 activity. The General Counsel reasoned that harsher immigration enforcement would “likely cause employment standards and working conditions to deteriorate for all workers,” in that immigrant workers would be discouraged from exercising their right to organize for better working conditions or using administrative mechanisms to enforce statutory employment and workplace safety protections. (Advice Memorandum, NLRB General Counsel, *International Warehouse Group, Inc.*, Case 29-CA-97057, October 5, 2017, available at [https://www.laboremploymentreport.com/wp-content/uploads/sites/82/2018/08/29\\_CA\\_197057\\_10\\_05\\_17\\_.pdf.pdf](https://www.laboremploymentreport.com/wp-content/uploads/sites/82/2018/08/29_CA_197057_10_05_17_.pdf.pdf).)

Faculty members’ many forms of advocacy for student safety at the Encampment—including organizing a walk-out in support of students at the Encampment, reporting instances of harassment and violence by counter protesters to the administration, holding a press conference to denounce UC’s failure to protect students, and literally placing their bodies on the line to protect students – constitute protected activity under this standard.

Faculty also demanded that the University not resort to police action to remove students or other UCLA personnel from the encampment. (Exhibit 12, p. 2.) Using law enforcement to forcibly evict the Encampment posed a clear safety risk to both faculty and students who were at or in the vicinity of the Encampment, as was viscerally demonstrated when law enforcement forcibly evicted the Encampment on May 2. While faculty framed their role advocating for safety at the Encampment primarily as providing support for and solidarity with their students, violence by the police and counter-protestors had an obvious impact on faculty workplace safety as well as student safety. As such, faculty engaged in protected activity when they advocated for safety at the Encampment.

Moreover, faculty engaged in collective advocacy. This collective advocacy included organizing a walkout in support of the Encampment, the press conference, and their demand that no police actions be taken against the Protestors. Faculty also maintained a regular, visible presence at the Encampment, clearly identifying themselves as faculty that stood with their students, with UCLAFA members Blair and Chowdury even being arrested while holding the banner. Thus, faculty members’ group advocacy for student safety at the Encampment was also protected under the reasoning of the *Rocklin* Board. (*Rocklin, supra*, PERB Decision No. 2376-E, p. 29.)

Along with the direct impact on faculty workplace safety, student safety at the Encampment impacted faculty working conditions. Faculty are responsible for ensuring students have the resources and opportunities to succeed in their course. Student success or failure in a course affects faculty assessments and can negatively impact a faculty member’s pay or promotion or, in extreme cases, lead to termination. Faculty spent considerable time supporting students impacted by the violence, including by adjusting course deadlines, helping students navigate bureaucratic systems for accommodations, using class time to discuss the practical impacts of the violence on campus, and meeting with traumatized students. Students who experienced injuries, arrest, or trauma at the Encampment were likely to perform poorly and require more assistance and support from faculty to fulfil the requirements of their courses. This risk was further heightened because UCLA forcibly evicted the encampment close to or during

final examinations – for example, law school exams were underway the week of April 29, so faculty had to address whether to modify exam procedures on an individual, course, or school-wide basis in response to the violence. Thus, violence at the encampment was “likely cause employment standards and working conditions to deteriorate for” faculty as they would be forced to put significantly more time and effort into ensuring their students succeeded. (*International Warehouse Group, Inc. Advice Memorandum, supra, Case 29-CA-97057.*) Because the issue impacted the conditions under which faculty fulfilled their instructional duties, faculty members’ collective advocacy for student safety at the Encampment was protected activity under the NLRB General Counsel’s *International Warehouse* standard. (*Id.*)

**b. The University’s conduct tended to interfere with, restrain, or coerce employees in the exercise of those activities.**

Second, the employer engaged in conduct that tends to interfere with, restrain or coerce employees in the exercise of those activities. There is no dispute that UCLA knowingly stood by while counter-protestors attacked the Encampment, and then ordered law enforcement to forcibly evict the protestors and arrest numerous faculty. It then issued a new policy announcing that students and employees that were arrested or who violated other University policy would face discipline. In so doing, UCLA interfered with protected activity.

**c. UCLA’s conduct was not justified.**

Third, UC’s conduct was not justified. UCLA’s decision to use law enforcement was in direct contradiction to its own published policies, which require de-escalation and to minimize police presence at protests. Moreover, other UC locations reached peaceful resolutions with pro-Palestinian protestors, including UC Riverside and UC Berkeley, and did not resort to using violence to clear the encampments. Finally, insofar as UCLA asserts that its actions were justified because of encampment-related violence, this was primarily violence against the peaceful encampment that UCLA itself failed to prevent and implicitly encouraged with the broader anti-Palestinian, anti-Arab, and anti-Muslim environment it created, as highlighted to UCLA administration in the Task Force report.

Therefore, under the *Tulare* test, UCLA unlawfully interfered with employee rights.

**2. The University interfered with employee rights under the *Carlsbad* standard.**

Even if faculty were not engaging in protected activity by participating in the encampment, UC’s actions constitute interference under the *Carlsbad* standard. The University demonstrated to faculty and other University employees that it was willing to use violence to suppress protests on UCLA’s campus. Several faculty were brutalized and arrested. A “natural and probable consequence[.]” of this decision is that it will discourage Faculty members from engaging in strikes, pickets, and other forms of protest protected by HEERA for fear that they too will be subject to violent repression at the University’s behest.

UC also cannot establish that there was either operational necessity or circumstances beyond its control that required it to forcibly remove protestors. As discussed above, its decision

to use law enforcement to evict peaceful protestors was contrary to its own published policies; other locations reached peaceful resolutions with pro-Palestinian Protestors; and the violence at the Encampment was primarily violence *against* the peaceful encampment that UCLA failed to prevent.

### 3. The University discriminated against employees.

To demonstrate a prima facie case that an employer unlawfully discriminated or retaliated against employees, the charging party must show that: (1) the employees exercised rights protected by a labor relations statute that PERB enforces; (2) the employer had knowledge of the exercise of those rights; (3) the employer took adverse action against the employees; and (4) the employer took the action because of the exercise of those rights. (*Novato Unified School District* (1982) PERB Decision No. 210, pp. 5-6.) The charging party has the initial burden of demonstrating a causal connection or “nexus” between the adverse action and the protected conduct. (*Ibid.*; PERB Reg. 32603, subd. (a).) Here, UC discriminated against Faculty members for exercising protected rights when it first allowed anti-Palestinian counter-protesters to attack them on the night of April 30 and then called on law enforcement to forcibly evict and arrest many of them on the night of May 1.

First, faculty engaged in protected activity, as discussed *supra* in Section II.B.1.a.

Second, the University had knowledge of faculty participation. Faculty were prominent at the encampment, regularly holding the large sign identifying themselves as faculty, and sitting at a visible Faculty for Justice in Palestine table inside the encampment. Faculty also held numerous press conferences, including one on May 1, the day before UCLA chose to have police raid the encampment, and during which faculty denounced UCLA’s failure to protect students. Faculty also communicated directly with UCLA administration, including EVCP Hunt, that they were concerned about their students’ safety, the escalating violence around the encampment, the amplified sound and graphic images that were depicted on the jumbotron adjacent to faculty work areas, and UCLA’s failure to take any action to protect pro-Palestinian protestors from aggressive counter-protestors. Faculty representatives also attended a delegation to UCLA’s administration to protest its violent eviction of the pro-Palestinian protestors. UCLA was also well aware that faculty were present at the encampment, were protesting the University’s persistent lack of protection for students engaged in lawful protest, and that many faculty blamed UCLA administration for failing to prevent or stop the violence against students.

Third, UC took adverse action against UCLAFA members. The University first failed and refused to intervene to protect students, faculty, and other protestors from being attacked by counter-Protestors on April 30 despite repeated warnings from faculty about the escalating violence at the encampment. Because it knowingly stood by for hours while students and faculty were attacked, its utter failure to act despite repeated pleas from students and faculty should be considered adverse action.

UCLA then called law enforcement on to campus to arrest protestors, including faculty members, on May 1. UCLA knew that faculty were present at the encampment that night, as faculty continued to maintain their visible presence and advocate for student safety. Also, earlier



that evening, the Daily Bruin had reported that one UCLAFA member had made clear that professors were inside the encampment and expected to be arrested alongside students. Faculty also had held a press conference earlier that day denouncing the previous night's attack, as discussed above. The police arrested and brutalized multiple members of the faculty, including two faculty who were arrested while holding the "UCLA Faculty and Staff Supporting Our Students" banner. UCLA's orders to law enforcement to arrest all protestors, including faculty, also constitutes adverse action.

Then, after the mass arrest, UC implemented new guidelines on determining disciplinary actions, which announced that students and employees who were arrested would face discipline. (Exhibit 18.) To the extent UCLA issues any discipline or other adverse employment action against faculty that were arrested, this will also constitute adverse action.

Finally, given the University's statements that it had invited law enforcement onto campus to evict the Encampment and the timing of its new discipline policy, UC's actions were causally related to Faculty members' protected activity.

Thus, there is sufficient evidence to support prima facie showing that UC discriminated against faculty members in its treatment of the Encampment. While the University may argue that there was a legitimate business necessity to evict the Encampment, that defense presents a question of fact and PERB should still issue a complaint so that this question can be decided at hearing. (See *Trustees of the California State University (Sonoma)* (2005) PERB Decision No. 1755-H, p. 6; *Golden Plains Unified School District* (2002) PERB Decision No. 1489, p. 6.) Because the charging party has made out a prima facie case that the University has violated its obligations under HEERA, a complaint should issue.

#### **IV. Remedy**

As a remedy for its unfair practices, the University should be ordered to cease and desist from all its unlawful conduct. This should include an order that the University cease and desist from interfering with employee rights and discriminating against employees, including by arresting faculty for engaging in protected activity. The University also should be ordered to rescind its unlawful rules and policies, and, should it issue any discipline or any adverse action against UCLAFA members, it should be ordered to rescind the discipline or other adverse action and remove it from faculty personnel files. In addition to an electronic and physical notice posting, given the chilling effect the University's actions have had on faculty, UCLA should be required to conduct a notice reading, during which the UCLA Chancellor reads the notice to all affected employees. UCLAFA should be permitted to attend the notice reading and to record it for distribution to employees that are unable to physically attend.

PERB Received  
06/03/24 11:15 AM

# EXHIBIT 1



## REPORT OF TASK FORCE ON ANTI-PALESTINIAN, ANTI-MUSLIM AND ANTI-ARAB RACISM

May 13, 2024

### **Introduction**

As a Task Force convened and charged to report to the EVCP on matters relating to Anti-Palestinian, Anti-Muslim and Anti-Arab racism at UCLA, we submit the following report documenting the racism and violence directed at Palestinians, Muslims, Arabs and anyone, including Jews, who express opposition to the war in Gaza and in defense of Palestinian rights. The racism and violence we document includes not only long-standing incidents of harassment and punitive actions taken against faculty and students for their support of Palestinian rights but the recent violent attacks from counter protesters on the Palestine Solidarity Encampment, the university's utter failure to protect the students under attack, and the violence perpetrated by police who at the administration's behest cleared the encampment by injuring, detaining and arresting peaceful protesters. Finally, the administration has yet to grant student protesters amnesty, offer to cover medical expenses for the injuries they sustained at the hands of counter protesters and the police, and protect their fundamental right to engage in peaceful protest. In this report we describe the racism and violence directed at Palestinians, Muslims, Arabs and defenders of Palestinian human rights, including many Jews, and we narrate our Task Force's attempts to bring the racism and violence to your attention, efforts that have largely been ignored.

The escalating crisis UCLA faces at the moment is the result of failed leadership as well as the administration's consistent anti-Palestinian, anti-Muslim, and Arab racism and pro-Zionist bias. These problems did not begin with the administration's response to the Palestine Solidarity Encampment, or with efforts to stifle academic freedom on our campus, or with the start of Israel's war on Gaza. The issues we address in this report and during our tenure as a Task Force have persisted for well over a decade.

We begin by reminding the administration how and why the Task Force came about in the first place—not codes of conduct, not bad behavior, not even campus safety, per se. Rather, the ongoing genocide in Gaza. As we prepare this report, Israel's invasion of Rafah has begun; the death toll continues to rise; there is no medical infrastructure left; the international community has come to recognize that what is happening in Gaza now is clearly genocide. This urgency remains. And this is why students risked so much to create a non-violent encampment on Royce Quad. As this report will show, they have faced horrific physical and psychological violence for protesting non-violently. We charge the administration with not only failing to keep students safe but taking actions that put them in harm's way.

## History and Origins of the Task Force

The initiative for our task force came from the faculty as an urgent response to the genocide taking place in Gaza and the attacks on students, faculty, and staff at UCLA—and throughout the UC system—for speaking out against the war. We demanded some kind of statement from UC leadership condemning Israel’s actions and U.S. support. Our colleagues were losing family members by the dozens; the entire educational infrastructure was being bombed into oblivion, and many of our colleagues (faculty, students, administrators) in Gaza were being killed or maimed in the process. Many of us signed a letter in October calling on UC leadership to “recognize the plight of the Palestinian people and the horrors that have been inflicted upon them for decades, [which] the UC system has totally neglected and is complicit in the ongoing occupation of Palestine.”<sup>1</sup> By November, neither UC President Michael Drake, UC Regents Chair Richard Lieb, or our own Chancellor Gene Block had made a statement condemning the indiscriminate bombing of Gaza, the mass killing of civilians—more than two-thirds of which were women and children—the litany of war crimes that left Palestinians with little food, access to clean water, shelter, the very basics life.

As members of our community began to speak out publicly and discuss these issues in our classrooms, many of us came under scrutiny—exacerbated by a group led by Professor Judea Pearl calling itself “UCLA Faculty Against Terror.”<sup>2</sup> The letter erroneously characterized student anti-war protests as antisemitic and “incitement,” which had a chilling effect on speech as well as on the urgent effort to secure a ceasefire. These circumstances prompted well over 250 of our colleagues to sign a letter expressing our concerns over the attack on academic freedom, the safety of our students, and the administration’s indifference to Palestinian suffering.<sup>3</sup> We then requested a meeting in late November, which ultimately led to the creation of this task force along with the “Task Force on Antisemitism and Anti-Israel Bias.”

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<sup>1</sup> Condemnation Letter of the University of California Board of Regents Statement on Mideast Violence, [https://docs.google.com/document/d/1Tap\\_hmvGLSo0doQdvCDKRSQ54REFfBV5dhuks5VVb5A/mobilebasic#ftnt1](https://docs.google.com/document/d/1Tap_hmvGLSo0doQdvCDKRSQ54REFfBV5dhuks5VVb5A/mobilebasic#ftnt1) The letter was written in response to the statement issued by the UC Office of the President on 9 October, “University of California statement on Mideast violence,” <https://www.universityofcalifornia.edu/press-room/university-california-statement-mideast-violence>

<sup>2</sup> UCLA Faculty Against Terror, “UCLA must condemn Hamas attacks, fight antisemitism on campus,” Daily Bruin, December 5, 2023, <https://dailybruin.com/2023/12/05/op-ed-ucla-must-condemn-hamas-attacks-fight-antisemitism-on-campus> The letter was first circulated in November.

<sup>3</sup> We submitted this letter by email to Chancellor Block on November 30, 2023, under the name “UCLA Faculty for Academic Freedom,” and similarly published it in the Daily Bruin. See UCLA Faculty for Academic Freedom, “UCLA must protect free speech, academic freedom of those advocating for Palestine,” Daily Bruin, December 5, 2023, <https://dailybruin.com/2023/12/05/op-ed-ucla-must-protect-free-speech-academic-freedom-of-those-advocating-for-palestine>

We met with EVCP Darnell Hunt and other administrators with the goals of: informing campus leadership of the hostile climate faced by Arab and Muslim students as well as members of SJP, UC Divest Coalition, and allied organizations for merely protesting Israel's assault on Gaza; urging Chancellor Block to publicly and unequivocally affirm the value of Palestinian life and to make a clear statement rejecting the conflation of anti-Zionism with anti-Semitism; and to back up any statement with action. Suggested actions included (but were not limited to) forming a Chancellor's advisory committee on Arab, Muslim and Palestinian life; investigating and responding to anti-Palestinian harassment and violence on our campus; taking steps to ensure the physical safety of students, faculty and staff; offering resources, services, and accommodations to members of our community affected by the genocide in Palestine and mounting repression campaigns; requesting that EDI and the Center for Teaching coordinate with faculty to offer programming on teaching Palestine on campus; and protecting the academic freedom of faculty and students — particularly untenured colleagues who faced retaliation, harassment, and possible termination for the political positions they were taking.

### **The Task Force's Actions**

April 24, 2024: As a Task Force, not all of whose members felt sufficiently protected so as to be able to reveal their identities, we began our work with two co-chairs. On April 24, we submitted an urgent report to EVCP Hunt conveying to him our grave concerns about the deteriorating climate on campus. First, we conveyed in detail that students and faculty were being harassed both internally and externally for any speech that was deemed critical of Israeli policies. Through an orchestrated campaign (echoed at times by upper administration at this campus and across the system), speech advocating Palestinian rights, no matter who it is expressed by—including Jewish students and faculty—was summarily declared “antisemitic” and those who express it faced sanctions, doxxing, threats, discrimination, surveillance or worse. We highlighted that at some campuses, including Columbia and Stanford, students advocating Palestinian rights had also been physically assaulted or sprayed with irritant gasses. We emphasized that while some Jewish students were reporting feelings of discomfort and fear on campus, across the nation anyone calling for an end to the genocidal violence unfolding was actually being doxed, attacked, shot, assaulted, threatened and either fired or suspended from university campuses; in other words, for all the attention on certain Jewish students' expressions of worry, the people who have actually suffered material harm have been those advocating for Palestinian rights, including Jewish students and faculty members. We stressed that at a time when all of our attention should be directed at the genocide in Gaza, the mendacious narrative of “antisemitism” was being deployed in order to delegitimize protest against state violence and hence to screen or obscure the visibility of the genocide. We demonstrated that few avenues of violence protection were open to those who were harassed or who faced sanctions. For example, a guest speaker in a course on structural racism received death threats alarming enough to force the cancellation of events

hosted by the Luskin Institute on Inequality and Democracy. The Structural Racism course itself was “paused.” We have reported many incidents where faculty with Zionist viewpoints were using their position of power against students and in some cases, against staff. Academic staff have also reported a hostile work environment and retaliation through personnel reviews and merit processes for their defense of Palestinian rights. Indeed, retaliation seemed to be the order of the day with denials of professional opportunities rife among several groups—again, all in a one-sided manner: one side has taken the brunt of the harm; the other has been complaining about feelings of worry.

We emphasized to the Chancellor and the EVCP that when speech that is critical of Israeli policy (including the genocide in Gaza) and the academic study of race and racism are specifically targeted as “antisemitic,” Palestinians and their allies become criminalized and disciplined not simply for protest but for conducting their work as students as scholars. This is not an environment in which we can pursue meaningful dialogue, as the Chancellor and EVCP have charged us to consider. Finally, as we concluded in this letter, and a point we wish to continue centering: while the campus climate deteriorates and voices expressing or supporting Palestinian rights are silenced, a genocide is unfolding in the Gaza strip and an unprecedented level of state violence is directed at the Palestinian population across the territories controlled by the Israeli state. The silencing of critical voices serves to authorize the merciless killing and destruction of Palestinian communities, including the total destruction of dozens of schools and every single university in the Gaza strip, as well as the murder of hundreds of Palestinian teachers, students, professors, deans and university presidents, which should concern all of us in academic institutions and indeed the institution itself.

We offered concrete proposals for what should be done to address the escalating climate of hostility towards anyone critical of the Israeli state and ended this first report with the following: **“we believe that given the extraordinary tensions on campus and the widespread suppression of speech that is critical of Israeli policy, speech often unreflectively declared to be antisemitic, the best approach to combatting anti-Palestinian, anti-Muslim and anti-Arab racism and to protecting academic freedom lies in an acknowledgement that there is no parity between what is happening to speakers who advocate Palestinian rights and to those who claimed to be rendered uncomfortable by speech critical of Israel and as such to be experiencing a rise in antisemitism. There cannot be a dialogue across difference, unless this asymmetry is recognized.”**

April 27, 2024: Once the encampment emerged, we continued our role to let administration know about the escalating violence against the Palestine Solidarity Camp and we served as a line of communication between the EVCP and the encampment whenever we were asked to do so. We noted that a very aggressive counter protest was building for Sunday April 28 and noted the large amount of money raised by counter protesters in order to disrupt the encampment. Students

were understandably preoccupied with this imminent threat but also indicated that they would welcome EVCP Hunt to the encampment to speak to them about their demands.

May 1, 2024: We wrote an even more urgent letter addressed to the Chancellor when violent counter protesters attacked the camp, as we had warned. UCLA conspicuously failed the students as the anti-war protesters were attacked by outside counter protesters including white supremacist groups such as the Proud Boys, as police stood by. We called on the Chancellor to take responsibility for this failure and take steps immediately against the counter protesters. We stated to the Chancellor, who wrote about Jewish students existing in a state of anxiety and fear despite the considerable violence directed at anyone speaking out against the genocide, that his emphasis on Jewish students feelings about Palestinian solidarity on the campus was serving to inflame the situation and embolden attacks on the Palestinian Solidarity Encampment. When we met with Chancellor Block on May 1, ostensibly to discuss with EVCP Hunt the considerable violence against the students, and to inform the chancellor that his remarks about Jewish students' fear and discomfort serve to authorize counter protesters and to frame the students as violent, UCLA had already decided to clear the encampment. In the ensuing police response, many students were physically hurt by police and over 200 students, staff, and faculty were arrested and charged (see below). We have documented multiple injuries from rubber bullets and police batons.

May 6-8, 2024: On May 6, members of the Los Angeles Sheriff's Department and the LAPD unlawfully arrested 43 students and other members of the UCLA community as the students prepared for a peaceful sit-in. Students, lawyers, and members of the press were handcuffed and put in zip ties, forced to the ground for over four hours. The co-chairs of the task force implored EVCP Hunt with multiple text messages and a phone call to advocate on behalf of the students, to call the Chancellor and ask that the students not be arrested. We were told that this was no longer in the hands of the UCLA administration, due to the rapid constitution (over the previous weekend) of a new Office of Campus Safety after the school faced criticism for its inadequate police response to protests the week before. Yet this is a UCLA office, and the police officers on the scene of Parking Lot 2, where students were being detained on the morning of May 6, were UCPD. It is as though, by creating the new Office of Campus Safety, the upper administration had decided to hand over control of campus to the police, with disastrous results.

As this incident of May 6 unfolded, police officers refused to answer detainees' questions about whether they were under arrest or free to go. They confiscated and threw aside phones of observers and press, demonstrating UCLA's blatant disregard for basic democratic safeguards guaranteeing the right to dissent. Students were booked at the Inmate Reception Center in Van Nuys, after police speculated on camera that they would be charged with conspiracy to commit burglary. As students struggled to be released and to counter the considerable harm they experienced as a result of UCLA PD's actions, UCLA has yet to comment on this specific incident. Disturbingly, the police refused to return students' cell phones. People whose primary phones were being held were not able to access their Bruin Learn class materials because of the



duo mobile/authentication. At this writing, there has been no assistance from UCLA in retrieving this property. The EVCP responded to requests for updates from the Task Force with the information that everyone arrested was charged with misdemeanors, and speculated that the city will likely drop charges. UCLA has provided no assistance or resources for its students. All legal aid and jail support has come from community mobilization to support student protesters.

Subsequently, UCLA has become akin to a police state, with a dramatic increase in police around the campus, many of whom carried rubber bullet guns, and some of whom carried assault rifles, as they patrolled campus throughout the day on May 6. With such a heavy police presence, students and faculty reported feeling unsafe and on high alert. As visibly armed police patrol near classrooms and student centers, immigrant, undocumented, and formerly incarcerated students have reported feeling afraid to be on campus. Staff have also expressed reluctance to report to work. UCLA has become a militarized space, where peaceful protest and the right to free speech have become pervasively criminalized. They have alienated and isolated students from their right to learn and from each other.

### **Key Moments of Racial Violence: The Attacks on the Palestine Solidarity Encampment**

The encampment was erected on Royce Quad on Thursday morning, April 25. Its primary organizers were SJP and the UC Divest Coalition, along with an array of allied students. From its inception until its violent destruction, the encampment was a multiracial, multi-national, and gender diverse assembly, composed of undergraduate and graduate students from North and South campuses. All “residents” of the encampment were required to sign a community agreement outlining shared principles and behavior, and most had to undergo training in de-escalation tactics. They appointed designated media liaisons, established a People’s Library and organized reading groups and teach-ins on a range of topics, from Kashmir and Palestine to Frantz Fanon and tenants’ rights. Many students simply studied together for class. Muslims, Jews, Christians, and followers of other faiths as well as atheists were welcome. Muslim salat and Jewish shabbat were commonplace. Families with children were also welcome on the first day of the encampment. Food was made available to all, and precautions were taken to protect anyone with severe allergies. For example, one member of the community had a banana allergy, so signs were posted prohibiting bananas in the encampment.

So-called “counter-protesters” who self-identified as Zionists began trickling into the camp around noon on the first day. They heckled people inside the encampment with racial and homophobic slurs, and comments such as "you're cool with rape?", "you're a jihadist," "you're a terrorist," " Hamas would kill you fags." Some entered the encampment without authorization and physically attacked the students.<sup>4</sup> One in particular, identified as Nouri Mehdizadeh, walked

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<sup>4</sup> See <https://drive.google.com/file/d/1gSC3s5ZsaOBgbqWqilYxPfm3RfM48SBP/view>

about the encampment with a sign that read “Israel is not apartheid. Come talk,” and proceeded to steal a student’s keffiyeh, pour water over chalk art, and assault a Black woman who tried to take his sign.<sup>5</sup> However, members of the encampment were instructed by the lead security organizers *not to engage the agitators*: “They are only here to take attention away from our community, and by engaging with them we’re only opening the risk for the community to get hurt. I understand they make really heinous comments, but we need to keep in mind that these people should not be the focus, we should be the focus, our community should be the focus, and sustaining this encampment until we reach FULL DIVESTMENT is our focus.”<sup>6</sup>

The agitators showed up the next morning with greater numbers, appearing as early as 4:00 AM shouting "Death to Hamas," "wake up commies, it's time to work," "Fuck Allah," and spraying students with bear spray and other chemical agents. They sexually harassed women in the encampment, blasted loud music, and screamed throughout Muslim prayer times. The numbers grew exponentially by Saturday. This is when the agitators (the overwhelming majority of whom were clearly not UCLA students) brought bunches of bananas to throw into the encampment— which terrified and shamed the student with the allergy, who felt compelled to leave.

On Saturday April 27, UCLA granted counter-protesters a permit to place a “jumbotron”—a massive 10-12 foot high flat screen TV with powerful speakers—adjacent to the encampment for a pro-Israel rally on Sunday. The university granted permission for outside groups to rally against the encampment but did not sanction or authorize the space our own students created to peacefully protest. Protected by metal barriers and paid private security guards employed by the Apex Security Group, the jumbotron remained in place for five days, constantly playing footage of the October 7<sup>th</sup> attacks, audio clips of graphic descriptions of rape and sexual violence, sounds of gunshots, screaming babies, clips of President Biden pledging unconditional support for Israel, loud music, including a loop of the Israeli song ‘Meni Mamtera’, a children’s song Israeli soldiers used as a form of “noise torture” on Palestinian captives. The jumbotron was paid for by a GoFundMe account that had raised \$73,000 by Sunday night. The taunts and harassment continued throughout the day. One inebriated agitator harassed several Black women and femmes who were on encampment security, calling them slaves and racial slurs, followed by threats of rape. A Neo-Nazi, identified later as a member of the Proud Boys, actually shouted that they were “here to finish what Hitler started,” without any apparent protest from the self-identified Zionists. Later that night, several agitators broke through the encampment barriers and attacked students and pepper sprayed one of the security guards hired by UCLA.<sup>7</sup>

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<sup>5</sup> [https://drive.google.com/file/d/14V3ZnLoYtbTNx5S8QseoRGfX\\_g6fkpAI/view](https://drive.google.com/file/d/14V3ZnLoYtbTNx5S8QseoRGfX_g6fkpAI/view)

<sup>6</sup> Text message from SJP

<sup>7</sup> Students interview with Task Force member, May 3, 2024



The Israeli American Council's LA branch sponsored the rally, which attracted between 800 - 1,000 people. Speakers included Hillel at UCLA executive director Dan Gold; candidate for student council, Eli Tsives (who was photographed high-fiving a UCPD officer); the regional Consul General of Israel, Israel Bachar; State Assemblymember Rick Chavez Zbur; and Jonathan Greenblatt, CEO of the Anti-Defamation League. After the speeches denouncing our students as antisemitic and defending Israel's war in Gaza, the jumbotron blasted the U.S. national anthem hourly. The shouting and slurs intensified. Agitators were recorded shouting<sup>8</sup> :

"Go listen to your master"  
"You're a fucking dog"  
"Come here, I'll fuck you up!" "Pussy, take your mask off!" "whores! Sharmuta! [Hebrew for prostitute]  
"Palestine is a graveyard"  
"We're not American Jews! We're Israelis! You stand up against us, we'll fucking slit your throat"  
" Hamas would rape and murder you for what you're wearing, sweetheart. Yeah, and they'll kill your daughter."

Another called one of our students "a bitch-ass N—" and proceeded to spit at them.

At one point, leaders in the encampment learned of a bomb threat and contacted UCPD with this information, but it is not clear how they responded. Later that night, around 1:30 AM, one of the agitators emptied a backpack full of mice injected with an unknown substance into the encampment.<sup>9</sup>

Meanwhile, the students complained about the dangers they faced from agitators from day one. Some called UCPD directly, others contacted administrators and/or trusted faculty, and several students filed reports to our EDI office. In other words, there is an official paper trail documenting the attacks and the egregious failure of the university to do anything. Campus security made no effort to keep the mobs away from the encampment. In response, faculty staged a walkout in protest on Monday, appealing to the administration to act to secure the safety of our students. Several of our colleagues filed Title IX complaints since the jumbotron blasted

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<sup>8</sup> All of these statements are documented here:  
<https://www.instagram.com/reel/C6XK09SP6aQ/?igsh=MzRIODBiNWFIZA%3D%3D>

<sup>9</sup> For video evidence and social media coverage of the mice attack, see :  
<https://www.instagram.com/reel/C6WwbyQy8fe/?igsh=MzRIODBiNWFIZA%3D%3D>  
<https://www.instagram.com/reel/C6WS9iELgdH/?igsh=MzRIODBiNWFIZA%3D%3D>  
<https://www.instagram.com/reel/C6W-rBVrw8q/?igsh=MzRIODBiNWFIZA%3D%3D>  
<https://www.instagram.com/reel/C6Xr0JHOjoB/?igsh=MzRIODBiNWFIZA%3D%3D>  
<https://www.instagram.com/reel/C6X1yp3OlrD/?igsh=MzRIODBiNWFIZA%3D%3D>

triggering images and language depicting sexual violence, not to mention the racist, homophobic, misogynistic slurs hurled at students by the mob.”<sup>10</sup>

Following the intensifying violent behavior of the counter protesters, Chancellor Block issued a statement on Monday, April 30th, observing that while “many of the demonstrators, as well as counter demonstrators who have come to the area, have been peaceful in their activism;” he found some of the tactics “shocking and shameful.” He never names these tactics or who perpetrated them. Instead, he only identifies reports that “students on their way to class have been physically blocked from accessing parts of the campus.” This is the sort of activism, he warns, “that harms our ability to carry out our academic mission and makes people in our community feel bullied, threatened and afraid. These incidents have put many on our campus, especially our Jewish students, in a state of anxiety and fear.”<sup>11</sup> First and foremost, no buildings were off limits and no classrooms were blocked. There were particular entrances to buildings that had been closed off, not by the encampment but by campus security. Those decisions were given the green light by the administration. Second, students responsible for encampment security wanted to limit congestion. Everyone inside the camp was masked in order to reduce possible Covid infection. Third, one of the students featured in a viral video where he is asked to go around the encampment is seen in another video with bear spray on his hip. The students were familiar with him because he had participated in some of the nightly attacks on the encampment. Once again, there were many Jews already in the encampment, so being Jewish was not the reason for the precaution. Finally, we are a campus under construction, where several pathways have been blocked to students, especially near Powell Library, and yet this inconvenience apparently does not rise to the level of disrupting classes. Nevertheless, the mother of the student who made the video then circulated it as evidence that Jews were being denied access to classrooms. This is likely to be Chancellor Block’s “evidence” that students could not get to class.

With respect to the video that we believe constituted Chancellor Block’s “evidence” in which it was claimed that the protesters were blocking Jewish students from accessing their classrooms, it is critical to note that the video played a key role in fomenting the violent counter protest. As the *L.A. Times* reported many members of the crowds that descended on UCLA were inflamed by posts such as this video. Interviews with counter protesters conducted by the *L.A. Times* revealed

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<sup>10</sup> Anahid Nersessian, “Under the Jumbotron,” London Review of Books Blog (May 6, 2024), <https://www.lrb.co.uk/blog/2024/may/under-the-jumbotron>

<sup>11</sup> Chancellor Gene Block, “Affirming our Values in a Challenging Time,” April 30, 2024, <https://chancellor.ucla.edu/messages/affirming-our-values-in-a-challenging-time/>

that rumors circulated on social media about Jewish students being denied access to classrooms contributed to the belief that the protesters were specifically targeting Jewish students.<sup>12</sup>

On Tuesday night, April 30, the agitators launched a coordinated assault on the encampment.<sup>13</sup> They came armed with bear mace and other chemical irritants, hammers, knives, stink bombs, high grade fireworks, baseball bats, metal and wooden rods, and reportedly at least one of the attackers had a gun in his backpack. Just prior to the attack, students were subjected to loud recordings of screaming babies, followed by a fusillade of fireworks shot directly into the encampment. One student recalled “agitators congregated at every entrance, probably to try to distract us. . . I thought they were shooting at us. Men in full-faced white masks began breaking down the barriers using knives, hammers, and their feet. One armed with a long metal rod “ would try and, like, spear people and bash people with this big pole.” Others started throwing chunks of wood and stink bombs and spraying chemicals—bear mace, tear gas, pepper spray. “I saw planks of wood come sailing into the camp and strike some girl in the back of the head and she just fell to the ground.” Another student was struck in the back of the head by fireworks and had to be hospitalized. The medics were simply overwhelmed, forcing students with little experience to attend to wounds. “People were crying and being like, ‘can you call my mom, I need to call my mom, please help me’ . . . We were trying to do the best that we could but we ran out of saline needed to flush the chemicals out of people’s eyes.”

Injured students were rushed to safety, either to the medic tent or out of the encampment altogether. Those who held the line were instructed not to escalate. As objects rained down on them, the leads shouted “Don’t throw back! Don’t engage!” The students displayed remarkable poise. They begged campus security to intervene but were refused. One encampment defender,

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<sup>12</sup> Matthew Ormseth, Connor Sheets, Brittny Mejia, Ruben Vives, Jessica Garrison and Summer Lin, “‘Shut it down!’ How group chats, rumors and fear sparked a night of violence at UCLA,” Los Angeles Times, May 10, 2024, <https://www.latimes.com/california/story/2024-05-10/how-social-media-rumors-sparked-a-night-of-mayhem-at-ucla>.

<sup>13</sup> The Daily Bruin coverage of the events from 4/29 - 5/2, is fairly thorough and accurate, and the violence also received national and international coverage. See Neil Bedi, Bora Erden, Marco Hernandez, Ishaan Jhaveri, Arijeta Lajka, Natalie Reneau, Helmut Rosales and Aric Toler, “How Counterprotesters at U.C.L.A. Provoked Violence, Unchecked for Hours,” New York Times, May 3, 2024, <https://www.nytimes.com/interactive/2024/05/03/us/ucla-protests-encampment-violence.html>; Matthew Ormseth, Connor Sheets, Brittny Mejia, Ruben Vives, Jessica Garrison and Summer Lin, “‘Shut it down!’ How group chats, rumors and fear sparked a night of violence at UCLA,” Los Angeles Times, May 10, 2024, <https://www.latimes.com/california/story/2024-05-10/how-social-media-rumors-sparked-a-night-of-mayhem-at-ucla>; Jon Swaine, Hannah Natanson, Joyce Sohyun Lee, Sarah Cahlan and Jonathan Baran, “Despite warnings of violence at UCLA, police didn’t step in for over 3 hours,” Washington Post, May 11, 2024, <https://www.washingtonpost.com/investigations/2024/05/11/ucla-protests-police-inaction-fights/>. Rather than rehearse those events blow-by-blow, we have decided to share direct testimony taken from students who were there. For the safety and security of our students, we decided not to disclose names.

UCLA alumnus Ismael Sindha, was reportedly told by a security guard that the violence “was their fault.”<sup>14</sup> The hired guards would later retreat inside of Royce Hall. Sindha was subsequently attacked and taken to Reagan hospital for burns caused by a chemical irritant but left before treatment, returning to the encampment to help. He too reported hearing threats and taunts by the attackers: “I’ll kill you,” “I’ll rape your sister” and “What Israel does to Gaza, we’ll do to you.”<sup>15</sup> Realizing that campus security was utterly useless, students under siege and their family and friends inundated UCPD with calls for help, only to be told that the situation was “under control” and have the operators hang up in their face. “You can’t continue calling unless you have an emergency,” said a UCPD operator in a recording of a phone call.<sup>16</sup>

The California Highway Patrol and LAPD assembled forces near the fighting before midnight, prior to the university’s statement, issued at 12:12 AM, that it was dispatching law enforcement to deal with the situation. However, the police spent the next three hours watching the violence unfold and doing nothing. The UCPD operators continued to hang up on protesters, leaving the people of the encampment to defend themselves and care for each other. One student saw a friend rolling on the ground screaming. “I’ve never heard any of my friends scream like that before. ... It’s still traumatizing until now, that I saw him go through that kind of pain.” Another student was twice struck on the head while trying to protect both the encampment’s barricade and their fellow students. They said they were taken to the hospital by their classmates, where they ultimately received medical treatment, including stitches and staples. “I thought I was going to die. I thought I’d never see my family again,” the student recalled. “The only thing that kept me moving forward was my ... classmates who were brave enough to protect the encampment from these terrorists. The same classmates that courageously brought me back inside the encampment after my attack. The same classmates who I relied on to save my life.” What also kept him going was remembering why they were there in the first place: “I had the luxury of getting sedated as they stapled my head back together. Currently, in Gaza, there are zero fully functioning hospitals,” Student C said. “The UCLA community deserves justice. The people of Gaza deserve justice.”<sup>17</sup>

When CHP officers finally began moving toward the violence, they allowed the attackers to pass through unmolested. They made no arrests, did not interrogate a single member of the mob, and made no effort to check on the health and well-being of the students or assist EMS with first aid

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<sup>14</sup> Catherine Hamilton, “‘I thought I was going to die’: UCLA encampment protesters recall April 30 attack,” Daily Bruin, May 11, 2024, <https://dailybruin.com/2024/05/07/i-thought-i-was-going-to-die-ucla-encampment-protesters-recall-april-30-attack>

<sup>15</sup> Ibid.

<sup>16</sup> This exchange was reported in both the Daily Bruin (Hamilton, “‘I thought I was going to die’”) and the Washington Post (Jon Swaine, et. al., “Despite Warnings of Violence at UCLA”)

<sup>17</sup> Hamilton, “‘I thought I was going to die.’”

or help evacuate wounded students. The next day, as images of the attack circulated all over the internet and made it on cable and network news, Chancellor Block issued a statement bemoaning the violent attack on the encampment by “a group of instigators.” It was the first time he had acknowledged that the students and faculty protecting the encampment were the victims of violence. But he refused to link the pro-Israel rally that the university authorized to the attack, or to recognize that the attacks had been ongoing since April 25th. In a stunningly passive sentence, the Chancellor writes, “Physical violence ensued, and our campus requested support from external law enforcement agencies to help end this appalling assault, quell the fighting and protect our community.” UC President Michael V. Drake immediately followed with his own statement, declaring that “the encampment is unlawful and violates university policy” and disrupts “the functioning of the university.”

After ignoring five straight days of relentless harassment and violent action toward the encampment, Chancellor Block made it clear that his primary concern is the safety of “our Jewish students.” The only Jewish students who faced actual physical danger and experienced both physical and psychological trauma were in the encampment, advocating for Palestinian rights.

The egregious failure of Campus Security or UCPD to intervene to protect the students led to intense scrutiny from the media, the legal community, faculty, students and their parents. The next day, May 1, Chancellor Block issued another statement admitting that the mob had attacked the students. He condemned the attacks, acknowledged the trauma our students endured, even expressed “sympathy” for those who suffered injuries. He called for an investigation, urging “those who have experienced violence to report what they encountered to UCPD, and those who have faced discrimination to contact the Civil Rights Office.” In the wake of five nights of police and administration inaction, students and faculty found Chancellor Block’s concern to be disingenuous. In fact, we suspect that by declaring the encampment “unauthorized” emboldened the mob to escalate their attack.

Our suspicions were confirmed when a couple of hours later the Chancellor announced plans to clear the encampment by 6:00 PM, giving UCD and SJP leaders just two hours to finally discuss their demands with Executive Vice-Chancellor Darnell Hunt. The meeting went nowhere, in part because the administration did not try to negotiate in good faith and left no time to reach some kind of agreement just hours after students had been assaulted, injured, some hospitalized, and part of their camp destroyed. They were understandably demoralized after being told that the encampment will be dismantled no matter what happened. And they understandably vowed to protect the encampment from demolition.

The night of May 1st began as a repeat of the previous night, except that the mob was bigger and more violent, and there were more police on hand to watch. It seemed as if the mob had been

deployed as the front lines of the police operation. Faculty showed up in significant numbers in an effort to protect students. As one of our colleagues recalls, “Almost exclusively, the students tried to hold the line of the encampment without escalating or responding in kind to the attackers. It really looked like a one-sided attack. 99% of the students seemed to just hold the barriers and evade objects hurled from the other side, including rocks, barricade pieces, likely tear gas capsules – smothered with a blanket by students. . . . I witnessed [a student] passing out after being hit on the head. Saw another student hit by a steel/iron rod. Many students [were] badly sprayed by pepper spray or other chemical agent. There were chemical red rashes/burns all over their bodies. Eyes were swollen and red due to chemical agents. . . . Attackers, after police arrived, almost broke into [the] encampment and started swinging rods/bats – whatever they had in their hands.”

Similar to Tuesday night, the police did not disperse the mob. “Some contingent of the mob continued attacking in front of the police,” another colleague reported. “Not one of the attackers was detained or arrested. Some of the attackers were older – definitely not students. Some of them looked like they had militia training.” When police finally intervened, there are ample reports of LAPD snipers dispatched to the roof of Royce Hall, the California Highway Patrol shooting rubber bullets at people trying to protect the encampment. We have seen the injuries to the face, head, legs, and chest. Some students were shot at close range. The police shot regular volleys of stun grenades, beat protesters with batons, and arrested over two hundred protesters. Perhaps most shocking was the police command’s decision to block EMS from entering the encampment to aid the injured. The medics were already overwhelmed, leaving the remaining students and faculty to administer first aid. One colleague recounted seeing a very young woman break down, exhibiting signs of PTSD. “She was crying as she described the way that these fireworks were like bombs coming in. . . . Lots of folks were crying, lots of folks were processing this level of violence and attack. . . . Students literally feel like they’re in a war zone.” Meanwhile, the police did not arrest a single attacker from the mob. While police took pictures of protesters and the encampment, they were not taking pictures of the mob. To date no counter protester has been charged while dozens of peaceful protesters have been arrested and charged or cited.

On May 2<sup>nd</sup>, Chancellor Block issued a statement essentially declaring the encampment illegal. His justifications were replete with distortions and outright falsehoods. He wrote that their goal all along was “to support the safety and well-being of Bruins.” If safety was a priority, why allow a violent mob to come on to our campus, grant them the right to drag a huge jumbotron near the encampment that played triggering sounds of gunshots and screaming babies where students were trying to sleep and study?

Chancellor Block declared “the need to support the free expression rights of our community.” Who is the community the chancellor wishes to protect? Members of the Proud Boys? Right-



wing Zionists who have no relation to the university? Everyone knows that the majority of the attackers were not university students. He also declared “the need to minimize disruption to our teaching and learning mission.” Of course, if Chancellor Block had come to the encampment and spent some time there, he could have joined the many study groups, teach-ins, discussions over history and politics taking place throughout the day. He would have seen the free library with its impressive number of volumes. Interaction between undergraduate and graduate students deepened beyond a weekly 50 minute discussion section. Students across disciplines, even across the North – South Campus divide, shared knowledge, information, experiences that provided a more enriching and interdisciplinary learning space than what they found in their classrooms. Furthermore, the camp attracted several leading intellectuals from across Southern California and in some cases other parts of the world who were willing to engage these students and share their own wisdom.

If anything, the mob disrupted teaching and learning; it disrupted the students’ ability to sleep, to speak freely; to feel safe. All of us who taught during this academic year witnessed a marked change in our students, an alertness and dedication; they demanded that we make space to discuss the events of October 7 and its aftermath. We all did our best to create a safe environment for all of our students, knowing that discomfort comes with the territory of learning. Despite ill-informed attacks from some of our colleagues, issuing false and dangerous accusations of antisemitism for examining the roots of the current crisis from a historically-informed and critical perspective, our faculty for the most part did a remarkable job. And still, for months prior to the encampment, senior colleagues in certain departments have threatened or intimidated junior faculty for making any statements critical of Israeli policy or on the impact of genocidal violence on the people of Gaza. Indeed, for the first three months of the war many of us were warned that using the word “genocide” in this context was antisemitic and risked censure or worse. Indeed, these were the circumstances in which we approached Chancellor Block, EVCP Hunt, and the administration because such attacks threatened academic freedom.

In the wake of this ongoing violence against supporters of Palestinian rights, we are left with specific questions: Why was there no statement about the jumbotron? Is it because this group of agitators had a permit? Their permit expired on Sunday afternoon but the machine remained for days afterwards, disrupting all classes on the quad. Why wasn’t their violent attack on the camp declared unlawful and a breach of policy? Why were violent counter protesters not arrested, let alone interrogated by UCPD or other law enforcement? On the clearing of the encampment, Chancellor Block proclaimed: “Officers followed a plan that had been carefully developed to protect the safety of protesters at the site. Those who remained encamped last night were given several warnings and were offered the opportunity to leave peacefully with their belongings before officers entered the area.” If this is the case, then either the plan was never actually initiated or allowing terrorists to attack the encampment as they watched was part of the plan.

## Aftermath

Nothing stopped the administration from engaging in meaningful, honest, transparent negotiation with student groups. It is impossible to build trust when one party—the administration—expresses concern for the safety of Jewish students (except for those inside the encampment) and takes no action to investigate or hold accountable mobs that had consistently attacked the encampment since its beginning. There is no trust when an increased police presence on campus continues the harassment of protesters in support of Palestinians, results in further arrests and, at the time of writing, an egregious breach of student rights by making publicly available a list of those arrested, an action that will inevitably lead to serious targeting of these students by counter protesters.

Chancellor Block had the opportunity to express concern for Palestinian and Muslim students, and has consistently—for years—refused to do so, despite numerous private and public appeals by faculty, including an open letter to the chancellor published in 2021 that anticipated many of the terrible events that have unfolded in recent days, to which, of course, the chancellor did not bother to reply, despite its public nature

## The Root of the Problem

The problems encapsulated in the destruction of the encampment and the administration’s decision to allow mob violence to go unchecked for four days, and the escalation of cops on campus in order for the violent repression of student protesters to continue with charges pending against them, reflect Chancellor Block’s policies with respect to Palestine advocacy. Over the course of the last 13 years, at least, faculty have been harassed for teaching critical perspectives on Israel, and Muslim and Arab students have been profiled by campus police, harassed, attacked, endured racist epithets and graffiti. The Chancellor has been silent on these incidents, and in at least one instance—during the meeting of the National Students for Justice in Palestine in 2018—wrote an inflammatory piece in the Los Angeles Times that included misinformation about the student group and crudely Orientalist clichés about “our” tolerance and “their” intolerance.<sup>18</sup>

Chancellor Block made his position clear when he endorsed a UC-wide report, *President’s Advisory Council on Campus Climate, Culture, & Inclusion*, issued in the summer of 2012 arguing that a hostile environment for Jewish students pervades all of the campuses “as a result of activities on campus which focus specifically on Israel, its right to exist and its treatment of Palestinians. The anti-Zionism and Boycott, Divestment and Sanctions (BDS)

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<sup>18</sup> Gene D. Block, “Op-Ed: The controversial Students for Justice in Palestine conference will go on at UCLA. Here’s Why,” Los Angeles Times, November 12, 2018, <https://www.latimes.com/opinion/op-ed/la-oe-block-ucla-students-for-justice-in-palestine-conference-20181112-story.html>

movements and other manifestations of anti-Israel sentiment.” The report accused SJP and allied groups (presumably Jewish Voice for Peace) of “using imagery and accusations evocative of historical campaigns against Jews.” It put faculty on notice that if they raise issues in the classroom or assign reading critical of Israel or Israeli policies, he or she is using “the academic platforms to denounce the Jewish state and Jewish nationalist aspirations.” The report questions the legitimacy of terms like the “Nakba,” apartheid, descriptions of check points, and treats criticisms of Israel as a form of hate speech directed at Jewish students. As the report states: “for many Jewish students, their Jewish cultural and religious identity cannot be separated from their identity with Israel. Therefore, pro- Zionist students see an attack on the State of Israel as an attack on the individual and personal identity.” The report recommended, among other things, suspending support for Palestine Awareness Week from any university sponsorship; adopting a hate-speech policy that would not only mute criticisms of Israel but prohibit outside speakers deemed advocates of hate (the report compared such bans with keeping the KKK off campus); and introducing “cultural competency training” in the form of a required on-line course that would “address the root causes of harassment such as racism, bigotry, and ignorance.”

The myriad ways in which the campus climate report violated academic freedom and chilled speech are obvious. Nevertheless, it became the basis for the Block administration’s policies. In 2012, the Israeli lobbying group AMCHA Initiative filed a formal complaint against our colleague David Shorter, a faculty of World Arts and Culture, for including links to the BDS campaign on his course website as part of a range of sources for his “Tribal World Views” course. The chair of the Academic Senate at the time launched an investigation of Shorter based on this one complaint from an outside organization with no academic standing. In doing so, he violated protocols by never informing Shorter that he was under investigation. The Chair was supposed to refer the complaint to the appropriate academic committee—in this case, the Senate Committee on Academic Freedom-- but made the accusations public and passed on the information to AMCHA. As a result, Professor Shorter endured a nation-wide smear campaign, accusations in the press of antisemitism, death threats, the loss of independent contract work, among other things. Ultimately, the Senate Committee on Academic Freedom found that he was in his right to use this material. Three years later, the UCLA grievance committee ruled that his rights as a faculty member had been violated, in part because the Senate Chair had disclosed information about him to the public. At no point did Chancellor Block or the upper administration defend Professor Shorter or apologize after his ordeal.

Chancellor Block has never expressed concern about Arab and Muslim students who endure harassment on UCLA’s campus, and despite many appeals he has yet to challenge the current blacklisting and slandering of students involved in Palestine justice work through the website Canary Mission. Through this site, financed by a wealthy supporter of Zionist organizations,

students and faculty members have been falsely accused of anti-Semitism, threatened with violence and/or death, and subjected to smear campaigns threatening their future livelihoods and job prospects. He has consistently downplayed the safety concerns faced by students and faculty--particularly students and faculty of color--who support justice for Palestine.

Likewise, when undergraduate students attempted to persuade the student council to divest from companies that do business in Israeli occupied territories, the students who led the initiative faced an unbelievable degree of intimidation and harassment. Non-university Zionist organizations came on campus, filmed students without their consent, engaged in on-line harassment, and organized visits by Israeli soldiers in full military uniform to frighten students who dared to speak up in support of divestment. SJP members and allies complained to the administration, specifically the Chancellor, but were ignored or told that the “other side” also “has it bad.” Several times Palestinian students and SJP members had asked to meet with the chancellor but he refused.

But the chancellor wasn't just indifferent; he proved to be an advocate for Israeli interests. When students learned early in 2014 that some members of student government had accepted free trips to Israel sponsored by groups such as the Anti-Defamation League (ADL), the American Israel Public Affairs Committee (AIPAC), and Hasbara Fellowships—organizations that not only lobbied on behalf of Israel but promoted “discriminatory and Islamophobic positions”—SJP successfully argued before the student judicial council that anyone who accepted these trips must disclose a conflict of interest and, in accordance with student bylaws, recuse themselves. They then asked candidates running for student government to take an ethics pledge and agree to be fully transparent. They simply wanted to end the influence of the Israel lobby on campus, which tipped the balance in favor of anti-divestment forces. SJP's complaint and call for an ethics pledge provoked a vicious backlash from the AMCHA Initiative and UCLA Hillel, who accused these students of “intolerance,” “harassment,” and “bullying” of Jewish students, and making them feel unsafe. Whereas Chancellor Block ignored SJP's request for meetings, he not only met with representatives of the AMCHA Initiative who demanded an investigation of SJP, but sided with them, issuing a statement “on civil discourse” characterizing SJP's advocacy as intimidation. The attacks on SJP and its allies triggered a resolution from the Los Angeles City Council condemning SJP actions as “bullying” and “harassment,” and requesting that UC administrators “refer cases of ‘intimidation or harassment’ to ‘the proper law enforcement agencies.’” And while Chancellor Block's administration virtually criminalized campus advocacy for divestment, UCLA Hillel engaged in borderline criminal behavior when it secretly worked with a public relations firm to, in the words of a leaked email, “‘isolate’ SJP on campus and to paint the group as ‘unrepresentative,’” while funneling money from wealthy real estate agent Adam Milstein to

support a pro-Israel student political party.<sup>19</sup> Despite these tactics, in November 2014, a coalition of more than thirty student groups passed a resolution calling on student government “to divest from companies engaged in violence against Palestinians.”

Three months later, largely in response to the success of the divestment resolution, the David Horowitz Freedom Center (DHFC), (designated a hate group by the Southern Poverty Law Center) plastered posters all over our campus and in the surrounding neighborhood accusing SJP and individual faculty members of terrorism and antisemitism. Students and faculty were targeted for harassment under the banner of “Combat Jew Hatred on College Campuses.” At the time, only the Vice Chancellor of Diversity, Equity, and Inclusion, Jerry Kang, issued a strong campus-wide statement condemning the posters as racist fear-mongering. Chancellor Block was silent.

When SJP decided to hold its National Conference on UCLA’s campus, participants not only faced outright violent harassment from mainly outside Zionist organizations (with very little protection from campus security forces whom they had to hire to protect the conferees). In an op ed piece for the *L.A. Times*, the chancellor announced that he was “allowing” the conference to take place (as if he had the right to simply cancel it) on the grounds of free speech, but used the occasion to attack both SJP and the Boycott, Divestment, Sanctions movement rather than remain neutral. First, he conflated the non-violent political strategy of boycotts and sanctions with anti-Semitism, and secondly, he characterized Students for Justice in Palestine -- a national, multi-faith, multi-racial grassroots student organization that advocates for human rights – as an anti-Semitic organization. This only worsened the campus climate and revealed the chancellor’s bias against Palestinian students and advocates.

In short, Chancellor Gene Block has failed to sustain a rich, diverse, safe, intellectually stimulating, free and open environment for Palestinian, Muslim, Arab students, as well as students advocating for Palestine’s freedom, and an end to the genocide and ongoing occupation.

The events of the past few days have made clear that UCLA’s response to peaceful protest by anyone in solidarity with Palestinians is the violent repression of peaceful protest. Students and faculty have been injured, cited and charged. They continue to be so. Despite repeated calls from many quarters, protesters are not protected but instead detained and charged. There is no amnesty for those cited, and charged, and no health care for those injured. The UCLA campus has been militarized with armed police everywhere.

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<sup>19</sup> All of these incidents are documented in Palestine Legal and the Center for Constitutional Rights, *The Palestine Exception to Free Speech: A Movement Under Attack in the U.S.* (2017), 90 - 94.

We submit that UCLA has failed to acknowledge much less confront the growing violence against Palestinian, Muslim, and Arab students and faculty, and anyone supporting Palestinian rights, including many Jewish students, as a letter from Jewish faculty has shown. UCLA has exposed students to the violence of counter protesters and then to the violence of police and the law. Although we have called attention to racism and violence repeatedly, UCLA has chosen to ignore our efforts. Every instance we have documented remains without redress.

Task Force Members:

Gaye Theresa Johnson, Co-Chair

Sherene Razack, Co-Chair

Ali Behdad

Aomar Boum

Robin D.G. Kelley

Saree Makdisi

and

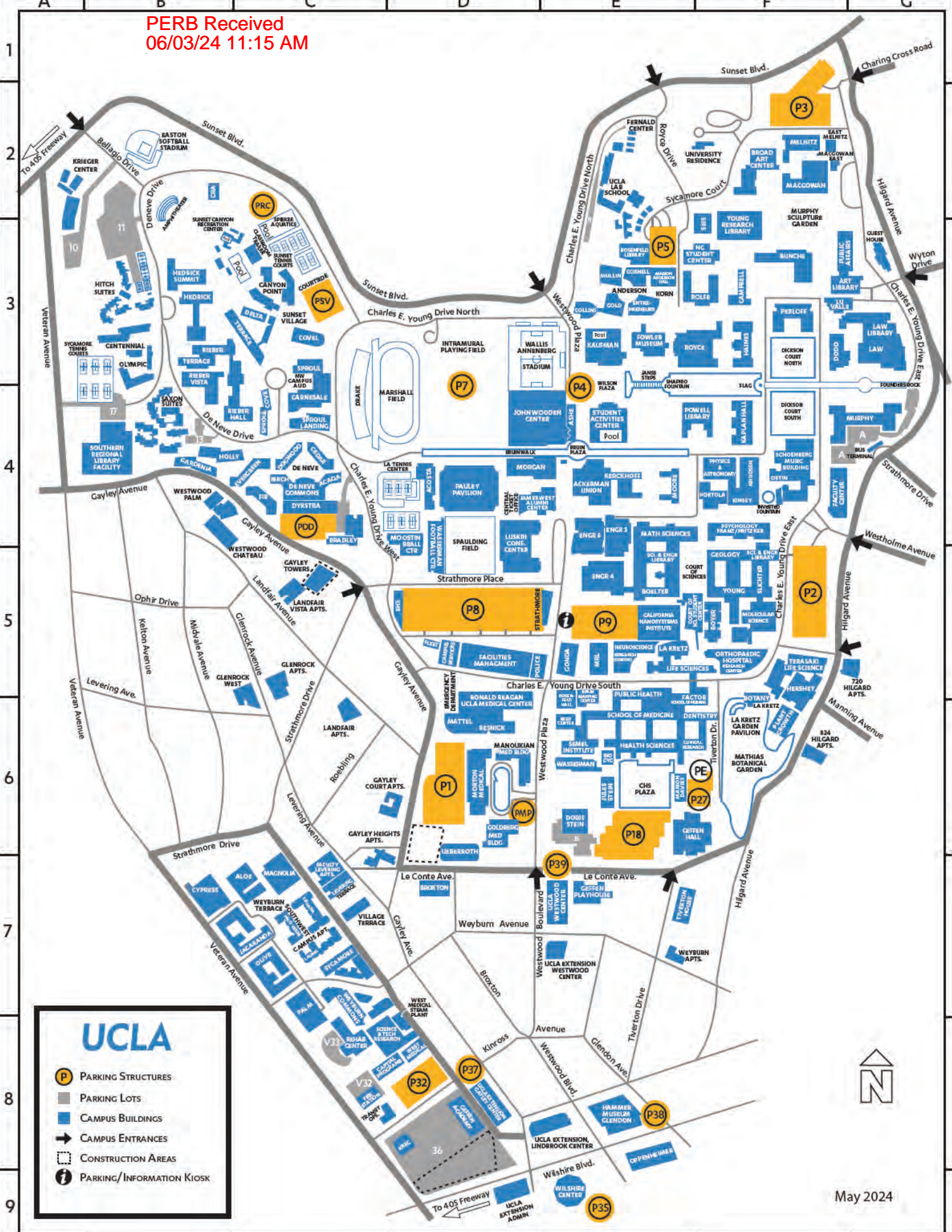
Three Additional Members

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# EXHIBIT 2

PERB Received  
06/03/24 11:15 AM



**UCLA**

- P PARKING STRUCTURES
- PARKING LOTS
- CAMPUS BUILDINGS
- ➔ CAMPUS ENTRANCES
- CONSTRUCTION AREAS
- i PARKING/INFORMATION KIOSK



May 2024



PEBB Received  
06/03/24 11:15 AM

Grid CAMPUS BUILDING..... Delivery Address\*
E4 Ackerman Student Un ..... 308 Westwood Plz
D4 Acosta Training Ctr ..... 313 Westwood Plz
B2 Amphitheater..... 313 Westwood Plz
E3 Anderson School of Mgmt .....
E3 Collins Executive Edu Ctr ..... 110 Westwood Plz
E3 Cornell Hall..... 110 Westwood Plz
E3 Entrepreneurs Hall ..... 110 Westwood Plz
E3 Korn Convocation Hall ..... 110 Westwood Plz
E3 Gold Hall ..... 110 Westwood Plz
E3 Marion Anderson Hall..... 110 Westwood Plz
E3 Mullin Mgmt Cmns ..... 110 Westwood Plz
E3 Rosenfeld Lib ..... 110 Westwood Plz
E4 Ashe Ctr ..... 221 Westwood Plz
E6 Biomed Cyclotron ..... 780 Westwood Plz
F5 Biomed Sci Res Bldg (BSRB) ..... 615 Charles E. Young Dr. S
E5 Boelter Hall (Eng II & III) ..... 580 Portola Plz
F5 Botany Bldg (La Kretz) ..... 618 Charles E. Young Dr. S
F5 Boyer Hall ..... 611 Charles E. Young Dr. E
C4 Bradley Intl Hall ..... 417 Charles E. Young Dr. W
E5 Brain Mapping ..... 660 Charles E. Young Dr. S
E6 Brain Res Inst (BRI) ..... 670 Charles E. Young Dr. S
F2 Broad Art Ctr ..... 240 Charles E. Young Dr. N
D7 Broxton Plz ..... 911 S. Broxton
F3 Bunche Hall..... 315 Portola Plz
F3 Campbell Hall ..... 335 Portola Plz
D5 Campus Services Bldg I ..... 741 Charles E. Young Dr. S
C3 Canyon Pt (Sunset Vlg) ..... 200 De Neve Dr
D8 Capital Programs Bldg ..... 1060 Veteran Ave
C4 Carnesale Cmn ..... 251 Charles E. Young Dr. W
B3 Centennial Hall ..... 265 De Neve Dr
E6 Center for Health Sci ..... 10833 Le Conte Ave
(incl. David Geffen Sch of Med)
E6 CHS Plz .....
D4 Central Ticket Office ..... 325 Westwood Plz
F6 Clinical Res ..... 700 Tiverton Ave
E5 CNSI Bldg ..... 570 Westwood Plz
E5 Court of Sci Stndt Ctr ..... 617 Charles E. Young Dr. E
C3 Courtside (Sunset Vlg) ..... 200 De Neve Dr
C3 Covell Cmns (Sunset Vlg) ..... 200 De Neve Dr
B2 CRA Modular Units ..... 101 De Neve Dr
E6 David Geffen Sch of Med ..... 10833 Le Conte Ave
C3 Delta Terrace (Sunset Vlg) ..... 200 De Neve Dr
F5 Dentistry, School of ..... 714 Tiverton Ave
C4 De Neve Housing Complex .....
C4 Acacia Residential Bldg ..... 341 Charles E. Young Dr. W
C4 Birch Residential Bldg ..... 361 Charles E. Young Dr. W
C4 Cedar Residential Bldg ..... 301 Charles E. Young Dr. W
C4 Dogwood Residential Bldg ..... 321 Charles E. Young Dr. W
C4 Evergreen Residential Bldg ..... 331 Charles E. Young Dr. W
C4 Firgrove Residential Bldg ..... 381 Charles E. Young Dr. W
B4 Gardenia Residential Bldg ..... 470 Gayley Ave
B4 Holly Residential Bldg ..... 345 De Neve Dr
C4 De Neve Cmns Bldg ..... 351 Charles E. Young Dr. W
F3 Dodd Hall ..... 390 Portola Plz
E6 Doris Stein Eye Res Ctr ..... 200 Stein Plz
C4 Drake Track & Field Stadium ..... 340 Charles E. Young Dr. W
C4 Dykstra Hall ..... 401 Charles E. Young Dr. N
B2 Easton Women's Softball Fld ..... 100 De Neve Dr
D5 EH&S Services Bldg ..... 550 Charles E. Young Dr. W
D3 Emergency Dept ..... 757 Westwood Plz
E5 Engineering IV ..... 420 Westwood Plz
E5 Engineering V ..... 410 Westwood Plz
E4 Engineering VI ..... 404 Westwood Plz
D5 Facilities Mgmt Bldg ..... 731 Charles E. Young Dr. S
F5 Factor Health Sci Bldg ..... 700 Tiverton Ave
F4 Faculty Ctr ..... 480 Charles E. Young Dr. E
C6 Faculty Apts-Gayley ..... 715 Gayley Ave
C7 Faculty Apts-Levering ..... 827 Levering Ave
E2 Fernald Ctr ..... 320 Charles E. Young Dr. N
E5 Fielding Sch of Public Health ..... 640 Charles E. Young Dr. S
C8 Fire Station ..... 1090 Veteran Ave
D5 Fleet Services/Garage ..... 751 Charles E. Young Dr. S
E3 Fowler Mus (Cultural His) ..... 308 Charles E. Young Dr. N
F4 Franz Hall ..... 502 Portola Plz
D7 Gayley Heights Apts ..... 10995 Le Conte Ave
C5 Gayley Towers ..... 565 Gayley Ave
D8 Geffen Academy ..... 11000 Kinross Ave
F6 Geffen Hall ..... 885 Tiverton Dr
E7 Geffen Playhouse ..... 10886 Le Conte Ave
F5 Geology Bldg ..... 595 Charles E. Young Dr. E
C5 Glenrock Apts ..... 558 Glenrock Ave
C5 Glenrock West ..... 555 Glenrock Ave
D6 Goldberg Med Bldg ..... 300 Medical Plz
E5 Gonda (Goldschmeid) Ctr ..... 695 Charles E. Young Dr. S
F3 Haines Hall ..... 375 Portola Plz
E8 Hammer Mus (Glendon) ..... 10889 Wilshire Blvd
B3 Hedrick Hall ..... 250 De Neve Dr
B3 Hedrick Summit ..... 240 De Neve Dr
F5 Hershey Hall ..... 612 Charles E. Young Dr. E
G5 720 Hilgard Apts ..... 720 Hilgard Ave
F6 824 Hilgard Apts ..... 824 Hilgard Ave
G4 Hilgard Bus Terminal ..... 403 Hilgard Ave
B3 Hitch Residential Ste ..... 245 De Neve Dr
D4 Intramural Field .....
E6 Jules Stein Eye Inst ..... 100 Stein Plz
F4 Kaplan Hall (Humanities) ..... 415 Portola Plz
E3 Kaufman Hall ..... 120 Westwood Plz
E4 Kerckhoff Hall ..... 308 Westwood Plz
D8 Kinross Rec Ctr ..... 11100 Kinross Ave
F4 Knudsen Hall ..... 475 Portola Plz
A2 Krieger Child Care Ctr ..... 101 Bellagio Dr
E5 La Kretz Hall ..... 619 Charles E. Young Dr. E
G3 Law, School of ..... 385 Charles E. Young Dr. E
C5 Landfair Apts ..... 625 Landfair Ave
C5 Landfair Vista ..... 510 Landfair Ave
C7 Levering Ter ..... 885 Levering Ave
E5 Life Sciences Bldg ..... 621 Charles E. Young Dr. S
D4 L.A. Tennis Ctr (Straus Stadium) ..... 420 Charles E. Young Dr. W
D4 Luskin Conf Ctr ..... 425 Westwood Plz
F3 Luskin Sch of Public Affairs ..... 337 Charles E. Young Dr. E
F3 Lu Valle Cmns ..... 398 Portola Plz
E5 MacDonald Med Res Labs (MRL) ..... 675 Charles E. Young Dr. S
F2 Macgowan Hall ..... 245 Charles E. Young Dr. E
F2 Macgowan East ..... 243 Charles E. Young Dr. E
D6 Manoukian Med Bldg ..... 100 Medical Plz
E6 Marion Davies Children's Ctr ..... 805 Tiverton Ave
E4 Mathematical Sci Bldg ..... 520 Portola Plz
D6 Mattel Children's Hospital ..... 757 Westwood Plz
F2 Melnitz Hall ..... 235 Charles E. Young Dr. E
F2 Melnitz East ..... 235 Charles E. Young Dr. E
D4 Mo Ostin Basketball Ctr ..... 440 Charles E. Young Dr. W
F5 Molecular Sci Bldg ..... 609 Charles E. Young Dr. E
E4 Moore Hall ..... 457 Portola Plz
D4 Morgan Intercollegiate Athl Ctr ..... 323 Westwood Plz

Grid CAMPUS BUILDING..... Delivery Address\*
D6 Morton Med Bldg (MP200) ..... 200 Medical Plz
F4 Murphy Hall ..... 410 Charles E. Young Dr. E
E5 Neurosci Res Bldg. (Gordon) ..... 635 Charles E. Young Dr. S
E3 North Campus Stndt Ctr ..... 295 Charles E. Young Dr. N
C4 Northwest Campus Aud ..... 200 De Neve Dr
F5 Nursing School of ..... 700 Tiverton Ave
E6 Occupational Health Fac ..... 67-120 Center for Health Sciences
B3 Olympic Hall ..... 265 De Neve Dr
F5 Orthop Hospital Res Ctr (OHRC) ..... 615 Charles E. Young Dr. S
E8 Oppenheimer Tower ..... 10880 Wilshire Blvd
F4 Ostin Music Ctr ..... 445 Charles E. Young Dr. E
D4 Pauley Pavilion ..... 301 Westwood Plz
F3 Perloff Hall ..... 365 Portola Plz
F4 Physics & Astronomy Bldg (PAB) ..... 430 Portola Plz
F5 Plant Growth Ctr ..... 614 Charles E. Young Dr. S
D5 Police Station ..... 601 Westwood Plz
F4 Portola Plz Bldg ..... 460 Portola Plz
E4 Powell Library ..... 10740 Dickson Plz
F4 Psychology Bldg/Pritzker ..... 502 Portola Plz
F3 Public Affairs Bldg ..... 337 Charles E. Young Dr. E
E6 Reed Neurological Res Ctr ..... 710 Westwood Plz
C8 Rehabilitation Ctr ..... 1000 Veteran Ave
D6 Resnick Neuropsychiatr Hospital... 150 UCLA Medical Plz
C4 Rieber Hall ..... 310 De Neve Dr
B3 Rieber Ter ..... 270 De Neve Dr
B4 Rieber Vista ..... 280 De Neve Dr
E5 Rolfe Hall ..... 345 Portola Plz
D6 Ronald Reagan UCLA Med Ctr ..... 757 Westwood Plz
E5 Rosenfeld Hall ..... 700 Westwood Plz
E3 Royce Hall ..... 10745 Dickson Plz
B4 Saxon Residential Ste ..... 325 De Neve Dr
F4 Schoenberg Music Bldg ..... 445 Charles E. Young Dr. E
E3 Sch of Edu & Info Studies (SEIS) ..... 290 Charles E. Young Dr. N
C8 Sci & Tech Res Bldg. (STRB) ..... 1040 Veteran Ave
E6 Semel Inst ..... 760 Westwood Plz
F5 Slichter Hall ..... 603 Charles E. Young Dr. E
B4 Southern Reg Lib Fac (SRLF) ..... 305 De Neve Dr
C7 Southwest Campus Apts ..... 900 Weyburn Pl. N
C7 Laurel ..... 920 Weyburn Pl. N
C7 Palo Verde ..... 910 Weyburn Pl. N
C7 Tipuana ..... 900 Weyburn Pl. N
C3 Spieker Aquatics Ctr ..... 114 Easton Dr
C4 Sproul Cove and Sproul Lndg ..... 330 & 380 De Neve Dr
C3 Sproul Hall ..... 350 De Neve Dr
E5 Strathmore Bldg ..... 501 - 555 Westwood Plz
E4 Student Act Ctr (SAC) ..... 220 Westwood Plz
C3 Sunset Cyn Classroom Trl ..... 111 Easton Dr
C3 Sunset Cyn Rec Ctr ..... 111 Easton Dr
F5 Terasaki Life Sci Bldg ..... 610 Charles E. Young Dr. E
E7 Tiverton Patient Fam Guest Hou ..... 900 Tiverton Ave
C8 Transit Ops Maint Yard ..... 11075 Kinross Ave
D8 UCLA Ext (UNEX) Admin ..... 10960 Wilshire Blvd. 16/17th Floor
D8 UCLA Ext Lindbrook Ctr ..... 10920 Lindbrook Dr
D8 UCLA Ext Gayley Ctr ..... 1145 Gayley Ave
G3 UCLA Guest House ..... 330 Charles E. Young Dr. E
E2 UCLA Lab Sch (formerly UES) ..... 305 Sycamore Ct
E7 UCLA Westwood Ctr ..... 924 Westwood Blvd
D6 Ueberroth Bldg ..... 10945 Le Conte Ave
F2 University Res ..... 10570 Sunset Blvd
C7 Village Ter Apts ..... 919-923 Levering Ave
D3 Wallis Annenberg Stadium .....
E6 Wasserman Bldg ..... 300 Stein Plz
D4 Wasserman Football Ctr ..... 430 Charles E. Young Dr. W
D4 West Alumni Ctr ..... 325 Westwood Plz
D8 West Med Bldg ..... 1010 Veteran Ave
D8 West Med Steam Plant ..... 1021 Weyburn Pl. S
C4 Westwood Chateau Apts ..... 456 Landfair Ave
C4 Westwood Palm Apts ..... 475 Gayley Ave
D7 Weyburn Apts ..... 10845-55 Weyburn Ave
C7 Weyburn Ter Housing Complex .....
C7 Aloe Ct ..... 740 Weyburn Ter
B7 Cypress Ct ..... 725 Weyburn Ter
C7 Jacaranda Ct ..... 785 Weyburn Ter
C7 Magnolia Ct ..... 765 Weyburn Ter
C7 Olive Ct ..... 825 Weyburn Ter
C7 Palm Ct ..... 945 Weyburn Ter
C7 Sycamore Ct ..... 925 Weyburn Ter
C7 Weyburn Grad Stu Housing ..... 1020 Weyburn Dr
E9 Wilshire Ctr ..... 10920 Wilshire Blvd
D4 Wooden Rec and Sports Ctr ..... 221 Westwood Plz
F5 Young Hall ..... 607 Charles E. Young Dr. E
F2 Young Res Lib (YRL) ..... 280 Charles E. Young Dr. N

Grid CAMPUS LIBRARIES..... Delivery Address\*
F2 Arts Lib ..... 1400 Public Affairs Bldg.
E6 Biomed Lib (Louise M. Darling) ..... CHS (Factor), rm. 12-077
E4 College Lib ..... Powell Library
G3 Law Lib (Hugh & Hazel Darling) .. School of Law, rm. 1112
E3 Mgmt Lib ..... Rosenfeld Lib (Anderson Complex)
(Eugene & Maxine Rosenfeld)
F4 Music Lib ..... Schoenberg Music Bldg, rm. 1102
F2 Res Lib (Charles E. Young) ..... Young Research Lib
Science & Engineering Lib (SEL)/
E5 Eng and Math Sci ..... Boelter Hall, rm. 8270
F5 Geology-Geophysics ..... Geology, rm. 4697
B4 Southern Regional Lib ..... Southern Regional Library Facility

Grid OTHER CAMPUS LOCATIONS
E4 Bruin Statue and Bruin Plz
C4 - E4 Bruin Walk
E3 - E4 Court of Philanthropy
E5 - F5 Court of Sciences
F3 - F4 Dickson Ct
F3 - F4 Flagpole
G4 Founder's Rock
E3 Inverted Fountain
E3 Janss Steps
F4 Kinsey Science Teaching Pavilion
F6 La Kretz Garden Pavilion
D3 - D4 Marshall Fld (in Drake Stadium)
F6 Mathias Botanical Gdn
F2 Murphy Sculpture Gdn
E3 - E4 Shapiro Fountain
D4 Spaulding Fld
C3 Sunset Tennis Cts
A3 Sycamore Tennis Cts
E3 Wilson Plz

Grid PARKING STRUCTURES/LOTS..... Delivery Address\*
E6 Parking Structure 18 ..... 820 Westwood Plz
C4 Parking - DD ..... 409 Charles E. Young Dr. W
C2 Parking - Sunset Recreation ..... 115 Easton Dr
C3 Parking - Sunset Village ..... 200 De Neve Dr
D6 Parking Structure 1 ..... 100 Medical Plz
F5 Parking Structure 2 ..... 602 Charles E. Young Dr. E
F2 Parking Structure 3 ..... 215 Charles E. Young Dr. N
E4 Parking Structure 4 ..... 221 Westwood Plz
E3 Parking Structure 5 ..... 302 Sycamore Ct
D4 Parking Structure 7 ..... 336 Charles E. Young Dr. N
D5 Parking Structure 8 ..... 555 Westwood Plz
E5 Parking Structure 9 ..... 675 Charles E. Young Dr. S
D8 Parking Structure 32 ..... 1070 Veteran Ave
F6 Parking Structure E ..... 833 Tiverton Ave
E9 Parking Structure 35 ..... 10920 Wilshire Blvd
D8 Parking Structure 37 ..... 1101-1145 Gayley Ave
E8 Parking Structure 38 ..... 10889 Wilshire Blvd
E7 Parking Structure 39 ..... 924 Westwood Blvd
D6 Parking Structure MP ..... 760 Westwood Plz
A3 Parking Lot 10 ..... 101 Bellagio Dr
B2 Parking Lot 11 ..... 300-310 De Neve Dr
B4 Parking Lot 17 ..... 305 De Neve Dr
D8 Parking Lot 36 ..... 11020 Kinross Ave
G4 Parking Lot A ..... 445 Charles E. Young Dr. S
B4 Parking Lot 13 ..... 360 De Neve Dr
E2 Parking Lot R ..... 19 Charles E. Young Dr. N
E6 Parking Lot Jules Stein ..... 200 Stein Plz

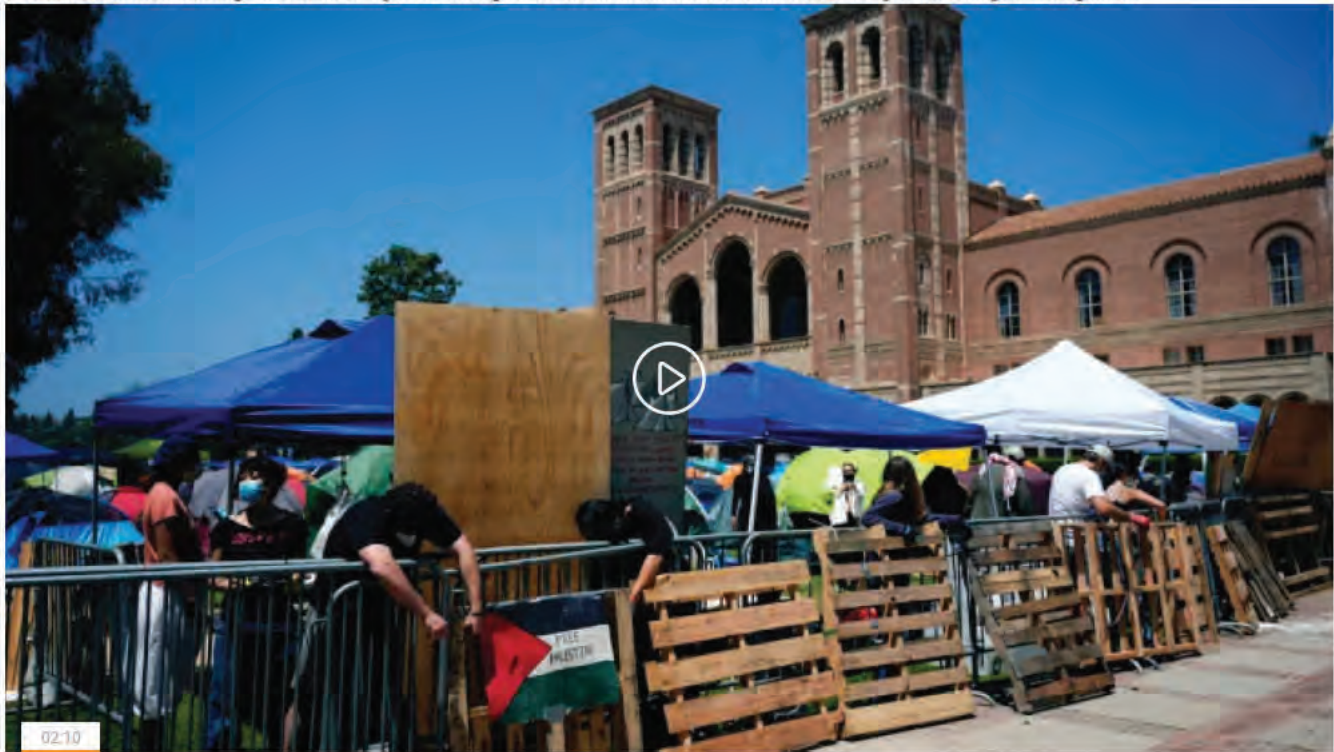
# EXHIBIT 3



News | Israel War on Gaza

## Activists say UCLA Palestine encampment assault followed days of harassment

*Pro-Palestine activists say dozens were injured when pro-Israel demonstrators attacked the California college encampment.*



By Brian Osgood

2 May 2024



**Los Angeles, California** – At the entrance of the pro-Palestine encampment at the University of California at Los Angeles (UCLA) on Wednesday, events proceed in an orderly and quiet fashion, save for the constant buzz of a police helicopter hovering overhead.

Those wishing to enter formed a queue, and organisers instructed them on the ground rules: Don't engage with police or journalists. Ignore the counter-protesters. Don't litter. No smoking or drinking.

### KEEP READING

University Gaza protests rage on with Columbia arrests and violence at UCLA

After police crackdown, what's next for Columbia's Gaza protesters?

How a Gaza protest at Indiana University became a battle for free speech

But despite the relative calm, tensions were high. Just hours earlier, during the night, a group of pro-Israel counter-protesters had attacked the encampment, tearing down barricades and assaulting protesters with metal pipes, mace and pepper spray. Fireworks were also fired into the encampment.

Classes at UCLA were cancelled on Wednesday, and the administration released a statement condemning the "horrific acts of violence" against the encampment, which was erected in protest of Israel's war in Gaza.

Anna, a spokesperson for the encampment who declined to offer her last name, said dozens of pro-Palestine protesters were injured or pepper-sprayed in the attack, which lasted from late Tuesday night into the early hours of Wednesday morning.



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She added that the attack partly took place under the gaze of police, who stepped in several hours after the violence began.

“The police did nothing,” she told Al Jazeera on Wednesday, noting that she still felt the lingering effects of being pepper-sprayed and punched by an attacker from the pro-Israel contingent. She explained she had spent hours assisting others who had been hurt.

“They were coming at us with metal pipes. Numerous people went to the hospital because of how badly they were injured. One person left in a wheelchair. Another had their hand completely smashed.”

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In an anonymously drafted statement to Al Jazeera, members of the UCLA Radio News Department echoed that assessment, saying campus police did little to help the pro-Palestinian encampment.

“As students were being relentlessly harassed by counter-protesters, the campus security and the University of California Police Department (UCPD) continued to watch and not engage. No efforts were made to protect the students of UCLA,” they wrote.

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“Additionally, when LAPD and the California Highway Patrol were called to the scene, they did not intervene with the violent protesters for an hour.”

By daylight on Wednesday, the space previously used by pro-Israel protesters was largely empty, with several large Israeli flags fluttering in the breeze. Reports of an increased police presence, however, led to suspicions that the pro-Palestinian encampment would be cleared later in the day.





Police march in the direction of a pro-Palestine encampment at UCLA in Los Angeles, California, on May 1 [Brian Osgood/Al Jazeera]

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UCLA police and CSC Los Angeles, a security and event management company employed on campus, did not respond to questions from Al Jazeera by the time of publication.

Anna sees a contrast between the apathetic police response to last night's violence and the way law enforcement has aggressively dismantled pro-Palestinian protests on campuses across the country.

In New York City, for instance, an estimated 282 protesters were arrested overnight as police cleared demonstrations at Columbia University and City College of New York.

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As of Wednesday, there was a large police presence on the campus at UCLA, with about a dozen patrol cars facing the direction of the encampment.

Still, it was a sleepy scene: Demonstrators quietly listened to speeches, while officers were observed checking their phones. The occasional heckler dropped by, but they were largely ignored.

Anna told Al Jazeera that Tuesday night's attack, though, was the culmination of several days of harassment.

Aggression from pro-Israel counter-protesters, she said, had grown with "increasing severity". There had even been an effort one night prior to break into the encampment.

Anna said the counter-protesters also set up speakers at night to play a handful of songs over and over, in an apparent effort to deprive the demonstrators of sleep and disrupt their peace of mind. She likened their methods to those employed against Palestinian prisoners by Israeli forces.

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But she emphasised the students in the encampment do not want the violence to detract from their message.

They prefer to keep the focus on Israel's war in Gaza, which has killed more than 34,000 Palestinians, most of them women and children, and displaced more than 90 percent of the enclave's population.

Despite reports of rights abuses from Israeli forces, the US government has remained steadfast in its support of Israel's military offensive.

Campus protesters like those at UCLA are demanding an end to university investments in companies seen to be complicit in Israel's war and its occupation of Palestinian territories. They have also called for the termination of university relationships with Israeli institutions.

"Even though we faced this incredible violence last night, this isn't about us as students," Anna said. "This is about how we as students can bring attention to the plight of the Palestinians and to the genocide in Gaza. What has brought so many people to this camp is our love for Palestine, for the life and dignity of freedom of Palestinians."

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### Political pressure

The attack on the encampment is one of the most violent manifestations yet of the rising tensions on college campuses across the United States.

Students from coast to coast have erected encampments, occupied buildings and carried out other acts of civil disobedience in opposition to US support for the war.

However, university administrators and elected officials, including President Joe Biden, have alleged the protests include instances of anti-Semitism, thereby creating an unsafe learning environment for Jewish students.

Protest organisers at UCLA and elsewhere reject that allegation, though. Jewish, Arab and Muslim communities have all reported upticks in harassment and discrimination since the war in Gaza began nearly seven months ago, on October 7.

“These protests have only turned violent at the behest of pro-Israeli demonstrators, many of them who are not even students at the institution,” members of the UCLA Radio News Department wrote in their statement to Al Jazeera.

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“As students, we shouldn’t have to worry about our safety on campus — especially for existing in our campus spaces as a community.”

Still, since December, two congressional hearings have been held to specifically review allegations of anti-Semitism on campus, with the presidents of four top universities called in for questioning. Two of those presidents have since resigned.

On Wednesday, the House of Representatives took further action to crack down on anti-Semitism on campus.

It [passed a bill](#) to adopt a definition of anti-Semitism into civil rights law that could potentially penalise criticism of Israel. While the bill has yet to be voted on in the Senate, critics fear any resulting law could be used to withhold funds from universities involved with pro-Palestinian activism.

Facing pressure from lawmakers to crack down on the protests, many universities have called in police to disperse the protesters, including at Columbia and Yale, two prestigious Ivy League institutions.



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Police cars line up outside the pro-Palestinian encampment at UCLA on May 1 [Brian Osgood/Al Jazeera]

Nevertheless, after the overnight attack at UCLA, Los Angeles Mayor Karen Bass released a [statement](#) on Wednesday condemning the “detestable violence” and calling for an independent investigation.

California Governor Gavin Newsom also released a statement saying that those who engaged in illegal action “must be held accountable”, without specifying that pro-Palestine demonstrators were the group that came under attack.

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Still, Anna urged politicians to do more to support the UCLA protesters and protect their rights to free speech.

“Overwhelmingly the support is from other students, community members and loved ones,” said Anna. “So far, I have not seen any high-profile politicians condemn how we were assaulted last night in the same way that they’ve condemned Jewish students feeling unsafe because of anti-Zionist activism on campuses.”

SOURCE: AL JAZEERA

## LISTEN TO THESE PODCASTS

From: The Take

### University protests spread across the US

Pro-Palestine encampments and protests at universities continue to spread across the US. Students at Columbia University h...

From: The Take

### ‘Student revolution’: US protesters vow to continue despite crackdown

# EXHIBIT 4

## Complaint about the Jumbotron

PERB Received  
06/03/24 11:15 AM

Tue 4/30/2024 9:55 PM

To: titleix@equityucla.edu <titleix@equityucla.edu>

To Whom It May Concern,

As a concerned member of our beloved university, and as a survivor of sexual assault, I am writing to express my horror at the images and sounds of rape that I had to endure projected on a giant jumbotron TV as I was walking to my faculty office Monday, April 29. I have learned that this jumbotron TV was brought to campus on Sunday by counter-demonstrator groups not associated with our university, and that the images were footage of the October 7<sup>th</sup> attacks. Why is this triggering and traumatizing screen being allowed to remain on our campus? I would like to know how this does not violate UCLA rules and regulations for campus life. Who is allowing this? Yesterday I was left deeply anxious and re-traumatized.

Respectfully,

# EXHIBIT 5



PERB Received  
06/03/24 11:15 AM

## UCLA statement on demonstrations

April 28, 2024

 Share

### Sunday, April 28, 4:19 p.m.

Mary Osako, vice chancellor for UCLA Strategic Communications, said:

“UCLA has a long history of peaceful protest, and we are heartbroken to report that today, some physical altercations broke out among demonstrators on Royce Quad.

“We have since instituted additional security measures and increased the numbers of our safety team members on site.

“As an institution of higher education, we stand firmly for the idea that even when we disagree, we must still engage respectfully and recognize one another’s humanity. We are dismayed that certain individuals instead chose to jeopardize the physical safety of the community.”

### Previous statements

#### Sunday, April 28, 11:22 a.m.: UCLA statement about activity at encampment

Mary Osako, vice chancellor for UCLA Strategic Communications, said:

“This morning, a group of demonstrators breached a barrier that the university had established separating two groups of protestors on our campus, resulting in physical altercations. UCLA has a long history of being a place of peaceful protest, and we are heartbroken about the violence that broke out.”

#### Friday, April 26: UCLA statement about encampment on campus

Mary Osako, vice chancellor for UCLA Strategic Communications, said:

“Yesterday morning, demonstrators established a physical encampment on a lawn in Royce quad, joining similar groups that have set up presences at universities across the country.

“UCLA’s approach to the encampment is guided by several equally important principles: the need to support the safety and wellbeing of Bruins, the need to support the free expression rights of our community, and the need to minimize disruption to our teaching and learning mission. These same long-standing principles have allowed UCLA to uphold a history of peaceful protest.

“It’s also important to note that we are following University of California systemwide policy guidance, which directs us not to request law enforcement involvement preemptively, and only if absolutely necessary to protect the physical safety of our campus community.

“We’ve taken several steps to help ensure people on campus know about the demonstration so they can avoid the area if they wish. This includes having student affairs representatives stationed near Royce quad to let Bruins and visitors know about the encampment, redirect them if desired and to serve as a resource for their needs.”

#### Thursday, April 25: UCLA statement on today’s demonstration

Mary Osako, vice chancellor for UCLA Strategic Communications, said:

“Our top priority is always the safety and well-being of our entire Bruin community. We’re actively monitoring this situation to support a peaceful campus environment that respects our community’s right to free expression while minimizing disruption to our teaching and learning mission.”

# EXHIBIT 6

UNIVERSITY  
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# UC Community Safety Plan

2021

# On campus safety and security

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To the University of California community:

Today, we stand together at a pivotal moment in history. Recent events in our streets and our courts have catalyzed a powerful examination of policing, race and systemic injustice in America. As an epicenter for social movements and research that serves the public good, the University of California has never shied away from challenging conversations about systems and practices that perpetuate racism, inequality or injustice.

As we continue to examine how our nation — and our institutions — can do more to live up to our highest values of fairness and justice, UC has been engaged in a systemwide effort to reimagine our approach to campus safety and security. Drawing on extensive input from campus safety task forces and a UC-wide symposia on safety and security, as well as feedback from students, faculty, staff, alumni and other stakeholders, we have developed a plan that I believe will help us meet this moment and build a university community that is safe and welcoming for all.

This plan represents a transformational change for UC toward a more data-driven, service-oriented, community-centric approach to campus safety. Under this new model, a multidisciplinary team of mental health professionals, campus police, social service providers, police accountability boards and other personnel will work together to prioritize the well-being of the entire UC community. This reimagined structure will ensure that the most appropriate responders are deployed to meet our community's specific needs with tailored care, resources and services. This integrated, holistic approach to safety and security is a significant cultural shift for UC, and one that will require all of us working together with open hearts and minds.

This plan also puts in place important new measures to ensure accountability and transparency in how UC approaches campus safety. New advisory bodies that reflect our diverse campus communities will provide independent oversight. A new centralized data dashboard will track the progress we're making across the system, giving us the information we need to answer timely questions and continually improve. Finally, new real-time platforms will empower anyone to provide immediate feedback on interactions with campus safety staff.

These improvements do not represent the end of this conversation at UC. This community-driven plan is designed to be a living document that we will continue to update and adapt together, taking into account the latest information and data. Looking forward, I have asked each UC Chancellor to appoint an individual or team to manage ongoing implementation of these guidelines. The UC Office of the President will also designate a full-time position to monitor and support systemwide implementation of this plan, while ensuring it continues to meet the evolving needs of each UC location.

I am deeply grateful to everyone who contributed their time, energy and perspective to this planning process, and I hope that the entire UC community will stay engaged as we continue to improve our campus safety practices. I know these are deeply personal issues for many of you — as they are for me — and we won't always agree on the best way to proceed. But I know we can make meaningful progress by continuing to listen, collaborate and refine our approach as a UC family. Creating a more just and equitable world will always be a work in progress. But this is an essential step forward in building the welcoming, inclusive and safe environment that our university deserves.

Sincerely,



Michael V. Drake, M.D.  
President, University of California

# UC Community Safety Plan

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## INTRODUCTION

Across the nation, communities are grappling with the hard truth that systems of policing and law enforcement have not safeguarded people equally. Too often, the same systems charged with providing protection have become a source of great distrust and fear. This plan to re-envision safety at the University of California starts by acknowledging that reality.

Students, faculty, staff, patients and visitors must be secure on our campuses and confident that the University is a supportive environment that is responsive to their needs. The Community Safety Plan creates a structure for achieving that goal. It calls for transforming UC's culture, policies and practices to ensure that all members of the community feel welcomed, respected and protected from harm.

Successful implementation of this plan is a top priority for the University — one that reflects UC's values and its commitment to equity and social justice. The plan emerged from robust discussions that began months ago, with Chancellors forming campus-based safety task forces to engage their communities in re-envisioning campus safety and policing. Two separate systemwide Presidential Symposia in early 2021 provided further dialogue about the best path forward. These efforts, in addition to input from stakeholders across the UC system and external experts, informed the plan's key guidelines:

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### Community and Service-Driven Safety

Campus safety policies and practices must reflect the needs and values of our diverse community and be in service to them. This fundamental idea is reflected throughout the plan.

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### Transparency and Continuous Improvement Through Data

Campuses will collect and publicly share uniform campus safety data on a UC-wide dashboard to empower the UC community and inform change.

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### A Holistic, Inclusive and Tiered Response Model for Safety Services

Safety will be defined in its broadest terms, and include mental health, wellness, basic needs and bias/hate response as well as other services. Multidisciplinary teams will triage behavioral health crises, conduct wellness checks and safely connect individuals to coordinated care, including health and social support resources.

---

### Accountability and Independent Oversight

Independent police accountability boards, comprised of a broad cross-section of the UC community, will provide a robust complaint and investigation process to ensure that officers are acting consistently with rules, policies and the law.

Additional specifics of the plan are outlined below. In Part I, the guidelines that form the foundation of the plan are described. The guidelines are the basis for the key actions, described in Part II. A new role at the UC Office of the President will track systemwide implementation and report to the president on UC's progress.

It's important to acknowledge this plan marks the beginning of our collective efforts to achieve a new vision of campus safety. Given the complexities involved, this plan should be viewed as a living document that will be refined based on community feedback and empirical data. It is not the end point for achieving a new vision of campus safety. This starts the next phase of our collective efforts, and everyone has a role to play.

# Part I: Guidelines

The guidelines in Part I provide a high-level summary of the principles that inform the UC Community Safety Plan. These guidelines also give general direction on the approach that UC will take to achieve the actions outlined in the implementation framework of Part II.

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## **GUIDELINE 1: COMMUNITY AND SERVICE-DRIVEN SAFETY**

All members of the UC community should feel valued, welcomed and free from any threat of physical, psychological or emotional harm. Our campus safety system must reflect the needs and values of a diverse campus community including those vulnerable to harm. Specific strategies and tactics in the campus plans will be shaped by a process that includes broad representation of the campus population and is sensitive to the needs of historically marginalized communities.

The campus safety system will provide high-quality service in a courteous and accessible manner that allows our community to feel safe and respected in every interaction. Interactions will be held to a high standard of respect and fairness and will be monitored. Hiring procedures and guidelines for campus safety personnel will involve participation of a broad representation of campus community groups including students, faculty and staff. This begins a continuous process of evaluation and improvement. Campuses will continually engage their communities and strengthen campus safety practices.

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## **GUIDELINE 2: HOLISTIC, INCLUSIVE AND TIERED RESPONSE SERVICES**

To ensure the safety of the UC community, a tiered response model will match a call for service with the appropriate type of response and responder(s). This holistic approach will include mental health, wellness, basic needs, bias/hate response, law enforcement, emergency response and other services through interdepartmental partnerships and cross-trainings. Multidisciplinary crisis teams will be available 24/7 and triage behavioral health crises, conduct wellness checks, and safely connect individuals to coordinated care, including health and social support resources. Non-sworn security personnel will more visibly render services such as residence hall foot patrols, providing safe shuttles/walks for students, staffing events requiring additional security, and diffusing unsafe behavior.

The University will prioritize deterrence and violent crime prevention over the enforcement of non-violent minor offenses, such as non-hazardous traffic violations. The University will reinforce existing guidelines that minimize police presence at protests, follow de-escalation methods in the event of violence and seek non-urgent mutual aid first from UC campuses before calling outside law enforcement agencies.



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### **GUIDELINE 3: TRANSPARENCY AND CONTINUOUS IMPROVEMENT THROUGH DATA**

A systemwide dashboard with campus-level detail will be created and regularly updated to inform and empower the UC community. Based on new systemwide reporting requirements and uniform standards for data collection, this information will be used to assess campus safety practices, generate recommendations for best practices and hold the institution accountable.

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### **GUIDELINE 4: ACCOUNTABILITY AND INDEPENDENT OVERSIGHT**

Campus complaint processes are essential mechanisms for the community to report misconduct and ensure that officers are acting consistently with rules, policies and the law. A standardized and robust complaint and investigation process will be implemented through police accountability boards.

The UC Office of President will designate a full-time position in service to the campuses to coordinate campus safety, ensure continuous improvement through best practices and monitor the implementation of the UC Community Safety Plan.

Two UC campuses are currently accredited by IACLEA, the International Association of Campus Law Enforcement Administrators. IACLEA is grounded in President Obama's Task Force on 21st Century Policing and continually evaluates and implements best practices for campus safety as part of its accreditation standards. The remaining eight UC campuses will seek this accreditation. Review and accreditation by independent third-party experts will ensure operational readiness, align policies and procedures with modern professional standards and best practices, promote a strong emphasis on the safety of the public and officers, offer additional community input opportunities, and provide an independent and ongoing audit and review function.

## Part II: Implementation Framework

The Implementation Framework outlines specific actions that UC will take to achieve the goals of the plan with an expected completion date for each action. This is a living document that will be refined and improved upon over time, based on community feedback, campus safety data and new information that can help UC achieve the UC Community Safety Plan's overarching goal, which is a safer and more respectful environment for all.

### Guideline 1: Community and Service-Driven Safety

	ACTION	EXPECTED COMPLETION DATE
1.1	Current and future campus-based task forces or working groups focused on campus safety will include broad representation of the full UC community, including historically marginalized communities.	9/30/2021
1.2	A community-led process will be established that involves faculty, students and staff to define and advise on the specific strategies and approach in the tiered response model (see Guideline 2).	9/30/2021
1.3	The history of policing, and the variety of views including maintaining, defunding or abolishing police departments, and making space for those ideas and solutions, will be shared and considered by campus leadership.	9/30/2021
1.4	All personnel in the whole systems framework referred to in Guideline 2 will be trained on inclusive and respectful service for their interactions with the campus community.	6/30/2022
1.5	Except in urgent or emerging crises where it poses a safety risk, all campus safety service providers will proactively provide their name, contact information, reason for stop or call response, and prior to the conclusion of their contact, will confirm how feedback can be sent.	12/31/2021
1.6	The campus community will be surveyed periodically on their experiences with campus safety personnel and services. The data will be utilized to inform future training and other actions, and shall be shared with the campus community publicly.	3/31/2022
1.7	Campuses will adopt real-time feedback platforms to allow for community members to comment on interactions with safety personnel; feedback will drive continuous improvement.	6/30/2022
1.8	Each campus will develop and implement procedures and guidelines for the UC community, including students, faculty and staff, to serve in an advisory capacity in the interview process of UC police department and other campus safety personnel.	12/31/2021
1.9	Evaluation criteria for candidates in hiring and promotional decisions for campus safety roles will include behaviors consistent with the University's principles of community and their commitment to integrity, excellence, accountability and respect.	9/30/2021

	ACTION	EXPECTED COMPLETION DATE
1.10	Continuing the standard background check conducted, the University will not hire officers or any campus safety personnel with any sustained findings of misconduct related to moral turpitude, sexual harassment, bias, discrimination, or any other finding determined to be inconsistent with the University's principles and values, or who resigned while under investigation.	9/30/2021
1.11	Sworn and unsworn safety personnel must receive high-quality and regular training in verbal de-escalation and non-violent crisis intervention; lawful use of force; cultural competency and diversity; anti-racism, eliminating homophobia and transphobia; the potential for biased policing and responses to certain offenses such as domestic violence, sexual violence and hate crimes. Safety personnel will also be trained on employee personal wellness. Training on diversity, anti-bias and sex crimes should be conducted in consultation with campus Diversity, Equity and Inclusion (DEI) offices, and Title IX offices respectively.	6/30/2022
1.12	The UC Office of the President, drawing on the expertise of faculty, will develop a systemwide program for campus safety personnel to orient them to the UC community and culture.	9/30/2022
1.13	Campus safety personnel will continue to participate in campus special events, meet with faculty, students and staff groups, share crime prevention and self-defense expertise, and more, to build open lines of communication, engagement and understanding.	9/30/2021
1.14	The UC Office of the President will form a systemwide workgroup that includes students, faculty and staff to recommend uniform, armament and vehicle standards for every tier in the safety model including for police officers, public safety officers and student community officers.	9/30/2021

## Guideline 2: Holistic, Inclusive and Tiered Response Services

ACTION	EXPECTED COMPLETION DATE
<p>2.1 In consultation with the community (see 1.2 above), campuses will develop implementation plans to create and sustain a holistic tiered response service portfolio that achieves the goals of Guideline 2. These plans must contain the following elements:</p> <ul style="list-style-type: none"> <li>i. Define roles and responsibilities for all functions in the holistic, inclusive, tiered response service portfolio, including but not limited to sworn police officers, dispatchers, crisis response team members, non-sworn public safety officers or ambassadors, mental health and social service providers, CARE advocates, and other related positions.</li> <li>ii. Provide a staffing and budget plan describing how the campus will reconfigure and/or reallocate existing resources to fund and sustain the tiered response model. The reconfiguration plan should include, but is not limited to, repurposing of sworn officer positions or FTE to other safety, wellness or social service roles, and re-distribution of campus operating budgets. As necessary, campuses will consult with county offices to coordinate training, response and continuity of care for mental health services, including 24/7 response teams.</li> <li>iii. Describe how the campus will organize and govern the tiered response model within a whole-systems infrastructure across functional units such as Student Affairs, UCPD, Student Health Centers, Title IX offices and CARE advocates, Diversity, Equity and Inclusion offices, and other campus support services providers.</li> </ul>	3/31/2022
<p>2.2 Each campus will pause hiring of campus safety personnel until the plan described in 2.1 has been submitted. Exceptions to the pause, based on meeting basic safety needs, must be approved by the Chancellor.</p>	10/31/2021
<p>2.3 Campuses will follow established University and campus guidance on protest response, role of police, observers or monitors, and use of mutual aid and communicate those standards to the community so that they have shared expectations.</p>	9/30/2021
<p>2.4 In consultation with Campus Counsel, Student Affairs, and County District Attorneys, campuses will develop ways to use community-based solutions, such as restorative justice programs or neighborhood courts for the adjudication of nonviolent and low-level crimes committed, as an alternative to the traditional criminal justice system.</p>	9/30/2021

### Guideline 3: Transparency and Continuous Improvement through Data

ACTION	EXPECTED COMPLETION DATE
<p>3.1 Campuses will post these categories of safety data annually:</p> <ul style="list-style-type: none"> <li>• Crimes Data (Part I and Part II)</li> <li>• Use of Force</li> <li>• Campus Safety Workforce Summary, including demographics</li> <li>• Campus Safety Fiscal Year Budget</li> <li>• Stops (Racial and Identity Profiling Act of 2015 (RIPA) compliant as required by California Law) <sup>1</sup></li> <li>• Complaint data and resolution (consistent with California Department of Justice requirement) <sup>2</sup></li> <li>• Calls for service</li> </ul>	12/31/2021
<p>3.2a A working group that includes students, faculty and staff will be established to develop an implementation plan for a publicly available systemwide dashboard in three phases, based on quality, availability and consistency of data by category across all 10 UC campuses. Membership will be from appropriate offices with technical expertise at the UC Office of the President as well as campus offices, as needed, and will develop a proposed plan and budget to fund central collection, storage, security, and access protocols and reporting of data long-term. The below milestones will guide implementation in a phased approach.</p>	9/30/2021
<p>3.2b</p> <ul style="list-style-type: none"> <li>• Post on the UC Office of the President website: crime statistics, use of force data, UC Police Department (UCPD) workforce data</li> <li>• Deliver preliminary set of data submission specifications and dates</li> <li>• Develop systemwide dashboard work plan and budget</li> </ul>	12/31/2021
<p>3.2c</p> <ul style="list-style-type: none"> <li>• Design and implement a data collection process and storage system for all data identified above and determine a data governance plan, consistent with UCOP practice</li> <li>• Launch of systemwide dashboard</li> <li>• Include campus safety data in the systemwide UC Accountability Report</li> <li>• Consider the inclusion of or link to survey data from Action 1.6</li> </ul>	6/30/2022
<p>3.2d Add interactivity to the systemwide dashboard</p>	6/30/2023

1 The Racial and Identity Profiling Act (RIPA) was created as part of AB 953 (Weber, 2016) and establishes requirements for stops data reporting. See: [oag.ca.gov/ab953](http://oag.ca.gov/ab953)

2 The California Department of Justice collects Civilians' Complaints Against Peace Officers (CCAPO) data through statutory authority of PC Section 13012(a)(5). See: [openjustice.doj.ca.gov/data-stories/civilians-complaints](http://openjustice.doj.ca.gov/data-stories/civilians-complaints)

## Guideline 4: Accountability and Independent Oversight

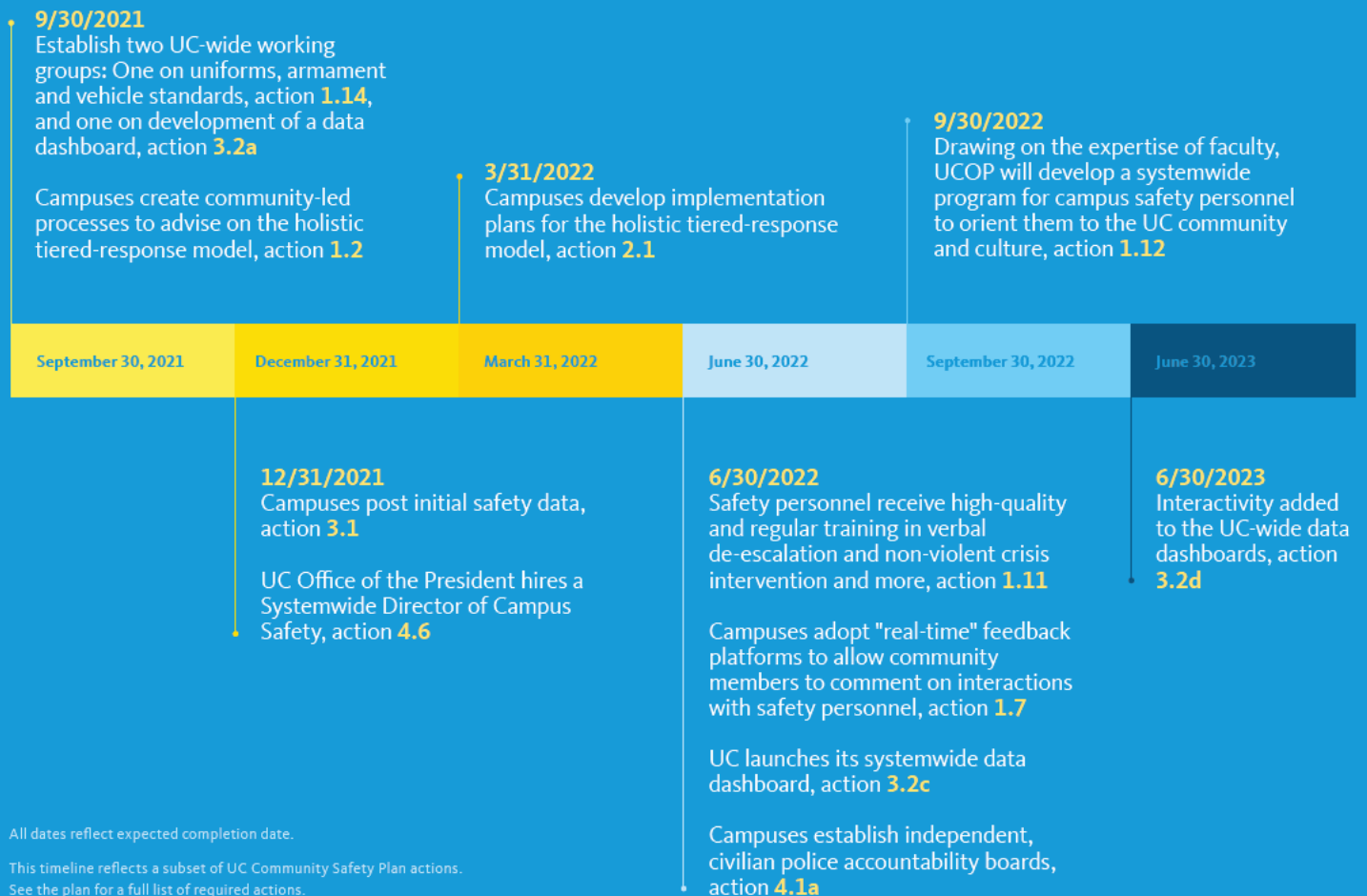
ACTION	EXPECTED COMPLETION DATE
<p>4.1a Each campus, modeling the UC Davis Police Accountability Board's procedures and policies as minimum standards, will establish an independent, civilian campus police accountability body and procedures to review investigation reports regarding complaints filed against UCPD. The accountability body will include students, faculty and staff. To avoid conflict of interest and ensure the independence of the accountability body, no member or alternate can be a current or former campus police department employee, or a current employee of campus counsel or the investigation unit. This body will provide recommendations to the Chancellor and Chief of Police to ensure that complaints regarding UCPD policies and the conduct of UCPD personnel are resolved in a fair, thorough, reasonable and expeditious manner. These bodies will solicit public input and conduct community outreach.</p>	6/30/2022
<p>4.1b Members of the campus accountability body will be trained on how to comply with procedural, statutory and confidentiality requirements and must be able to commit to consistent service within any given appointment period and to serve impartially.</p>	6/30/2022
<p>4.2a Campuses will determine a complaint processing and investigation unit that is independent of the campus police department and that is trained in the legal, statutory, policy and confidentiality requirements of these investigations. Investigators shall have access to records and information deemed relevant to the investigation of the complaint. The investigator will deliver confidential investigation reports that protect the identities of individuals involved to the police accountability body for independent review. The investigation and investigation report should be completed within ninety (90) days of being assigned to an investigator, unless for cause and authorized.</p> <p>Campuses will determine the appropriate offices to coordinate and staff the accountability body. The police accountability body will be staffed by UC employees who are organizationally independent of the police department. The campus police department will not lead the investigation of complaints brought before the accountability body or staff the accountability body.</p>	6/30/2022
<p>4.2b For campuses that do not have an independent office with the expertise to review complaints filed against police officers, the campus will develop a process to provide independent investigative services and reports for campus accountability bodies. The investigation and investigation report should be completed within ninety (90) days of being assigned to an investigator, unless for cause and authorized.</p>	6/30/2022
<p>4.3 Ethics, Compliance and Audit Services (ECAS) will convene all trained police complaint investigators no less than annually for training and best practice sharing to ensure systemwide consistency and quality in investigatory services.</p>	3/31/2022



	ACTION	EXPECTED COMPLETION DATE
4.4	Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation.	12/31/2021
4.5	As accreditation is a process that consists of multiple steps and actions, campuses should begin on-site assessment by accreditors within 36 months of starting their self-assessment and policy alignment with accreditation standards.	12/31/2023
4.6	The UC Office of the President will designate a full-time position to monitor and support systemwide implementation of the UC Community Safety Plan, coordinate systems, policies and reporting; promote ongoing community engagement and consistency in campus safety; and review the complaint process for fairness, thoroughness, quality and speed. This position will also provide centralized assistance to support campuses in pursuit of IACLEA accreditation. This position will convene the primary service providers on each campus in the holistic tiered response model at least every two years in order to share best practices across the system, serve as a resource and guide continuous improvement.	12/31/2021

Everyone has a part to play in the successful implementation of the plan and your involvement is welcome. Stay informed on the plan implementation, and find opportunities for involvement, by visiting the UC Community Safety Plan webpage: [www.ucop.edu/community-safety-plan/](http://www.ucop.edu/community-safety-plan/)

## KEY MILESTONES FOR UC COMMUNITY SAFETY PLAN



# EXHIBIT 7

## BruinALERT: Campus Activity Updates (Sunday, April 28th)



UCLA BruinALERT <BruinAlert@ucla.edu>

T [REDACTED]



4/28/2024

This message was sent with High importance

BruinALERT: Regular campus activities continue uninterrupted by the encampment demonstration that remains in Royce Quad. To date, the activity has been mostly peaceful. Our approach continues to be guided by several equally important principles: the need to support the safety and wellbeing of Bruins, the need to support the free expression rights of our community, and the need to minimize disruption to our teaching and learning mission. These same long-standing principles have allowed UCLA to uphold a history of peaceful protest.

UCLA is following University of California systemwide policy guidance, which directs us not to request law enforcement involvement preemptively, and only if absolutely necessary to protect the physical safety of our campus community.

We've taken several steps to help ensure people on campus know about the demonstration so they can avoid the area if they wish. This includes having student affairs representatives stationed near Royce quad to let Bruins and visitors know about the encampment, redirect them if desired and to serve as a resource for their needs.

We also have safety teams who are wearing Student Affairs Mitigators (SAMs), Public Safety Aides (PSAs) and CSC security uniforms throughout the demonstration site. You may also hear helicopters dispatched by news media who are covering the demonstration.

For more information about emergencies at UCLA, please visit <https://bso.ucla.edu/>.

# EXHIBIT 8

VISUAL FORENSICS

# Despite warnings of violence at UCLA, police didn't step in for over 3 hours

Faculty had raised alarms in the days before the attack on pro-Palestinian protesters. That night, one witness called emergency services 11 times before police intervened.

By [Jon Swaine](#), [Hannah Natanson](#), [Joyce Sohyun Lee](#), [Sarah Cahlan](#) and [Jonathan Baran](#)

May 11, 2024 at 9:52 a.m. EDT

Late on April 30, Sean Tabibian called 911 to say police were needed urgently at the University of California at Los Angeles. “All hell had broken loose,” Tabibian recalled in an interview. Masked agitators were attacking pro-Palestinian protesters on a campus quad, video footage shows, and a team of hired security guards had retreated.

The call at 11:09 p.m. was the first of 11 that Tabibian made to police that night as the violence escalated, according to his cellphone's call log. Other witnesses called 911 as well, records show.

“They said they were responding,” said Tabibian, a local business executive and UCLA alumnus who was near campus around the time commotion erupted at the encampment, and who said he was concerned that protesters had been discriminating against Jewish students. “They kept saying they're responding, they're responding.”

While a small UCLA patrol could be seen in footage briefly early on, law enforcement agencies did not move in to stop the violence until 3 hours and 34 minutes after Tabibian's first 911 call, a Washington Post examination has found — a delay that prolonged one of the most violent altercations since pro-Palestinian protesters began setting up encampments on college campuses [across the country](#) this spring.



The examination — based on evidence including more than 200 videos, emergency radio transmissions, text messages and interviews with more than a dozen witnesses — illuminates the stakes for university and local officials as they decide if and when to call police to deal with pro-Palestinian encampments. Elsewhere police have been accused of using heavy-handed tactics, but at UCLA, where university policy discourages calling police preemptively, campus police as well as the Los Angeles Police Department and California Highway Patrol are facing scrutiny for their hands-off approach that night.

It's not clear why police waited so long to respond. But in the hours before they took action, at least 16 people were visibly injured, the majority of them pro-Palestinian, including two protesters who could be seen with blood streaking across their faces and soaking into their clothes, videos and images show. The counterprotesters ignited at least six fireworks; struck protesters at least 20 times with wooden planks, metal poles and other objects; and punched or kicked at least eight protesters.

The protesters occasionally fought back. People on both sides sprayed their opponents with chemical irritants at least 48 times — in some instances in the face, at close range. Unconfirmed reports of a gunshot on campus and a man armed with a knife were relayed to officers over radio, recordings show.

As the violence raged, some police remained stationed at a hastily convened command post near the encampment, while others assembled in formation closer to the violence but held back for an hour, video shows. Authorities did not report making any arrests and a review by The Post of video footage found no indication attackers were detained.





Source: Planet Labs

THE WASHINGTON POST

Law enforcement's tepid response on April 30 contrasts starkly with their aggressive maneuvers the following night, when officers in riot gear, some firing projectiles, swiftly dismantled the UCLA camp and arrested 210 people for refusing to leave.

The Post's examination also found that faculty had raised concerns for days about harassment of pro-Palestinian activists and physical violence directed at people in the protest encampment, raising questions about whether the school should have had more police on hand to prevent an altercation.

## College protests over Gaza war

Waves of antiwar protests are spreading across colleges campuses, with growing police arrests as graduation season approaches. See the universities where protests are intensifying.

Are you a college student? Tell us about protests on your campus.



(Yana Paskova/For The Washington Post)

The college is typically policed by its own small force, and university officials must ask outside departments for extra help when they determine it's needed. UCLA follows a systemwide University of California policy "not to request law enforcement involvement preemptively, and only if absolutely necessary to protect the physical safety of our campus community," a spokeswoman said in a [statement](#) last month after protesters established their encampment.

While LAPD would not answer questions about when they were summoned, a senior UCLA official told a colleague that the college had asked LAPD for assistance by around 11:30 p.m. on the night of the attack, according to text messages obtained by The Post. The California Highway Patrol has said UCLA requested its help an hour later, at 12:30 a.m.

UCLA police chief John Thomas [told the Los Angeles Times](#) that when he got to campus shortly before midnight, he saw 19 officers from campus police, the LAPD and three other local police departments, but an LAPD lieutenant told him the force was too small to step in.

It was not until about 1:30 a.m. that officers began staging with campus police in a parking lot near the encampment, video shows.

CHP confirmed the time UCLA requested its help, but did not respond to further questions.

In an unsigned email, LAPD told The Post, "The department is looking into its involvement on campus along with other law enforcement agencies and a detailed report is being completed."

Campus police referred questions to UCLA. A spokesperson for UCLA did not respond to requests for comment.

UCLA and LAPD have [said](#) they are now jointly investigating perpetrators of the April 30 attack, and that they have asked the FBI for help. Michael V. Drake, the president of the University of California system, has requested an external investigation of the university's response that night.

## Mounting concerns

On April 25, as protests emerged at universities nationwide over Israel's [war in Gaza](#), students at UCLA's Westwood campus began building a tent encampment on Dickson Plaza, an open, tree-lined quad in front of the college's Royce Hall theater. [Their demands](#) to college leaders included calling for a cease-fire, divesting from companies tied to Israel's war effort and boycotting Israeli universities.

Over the next several days, videos show, counterprotesters faced off with pro-Palestinian demonstrators. According to protesters, they repeatedly tried to enter the encampment.

UCLA asked for assistance in policing the demonstrations from the wider University of California police system on April 25 and April 26 but then canceled those requests, Wade Stern, the president of the University of California's police union, told The Post. The cancellations, first reported by the [Los Angeles Times](#), were frustrating, Stern said. "Every cop wants to go and help," he said. "We all want to be there."

Concerns about students' safety mounted among some faculty ahead of a pro-Israeli counterprotest planned for April 28 and permitted by university officials. In a phone call on April 27, Administrative Vice Chancellor Michael Beck assured Randall Kuhn, a public health professor, that counterprotesters did not want to "pick a fight" and that UCLA was stationing dozens of hired security guards around the encampment, including 30 ready "to help address any provocations or potential attacks," according to an email Kuhn sent to colleagues summarizing Beck's remarks. Beck referred questions to a UCLA spokesman.

On April 28, counterprotesters erected a massive TV screen to blast footage of the Oct. 7 attack on Israel by Hamas at the protesters. UCLA's police force was bolstered that day by additional officers from other University of California campuses. Still, when an assault occurred, they were outmanned and sought additional help from several local police departments, according to a timeline compiled by police union officials.

By the next night, tensions were rising again. Videos show a small group of agitators taunting people in the pro-Palestinian encampment. Police later separated fights between the two sides, protesters said in interviews.

Hours later, UCLA again asked for help from other UC police departments. But none was able to send reinforcements, as they were monitoring protests on their own campuses, according to the union timeline.

## The attack

Agitators gathered outside the encampment the following day. Recordings posted on social media showed protesters refusing entry to a Jewish student who identified as a Zionist and a mother complaining to UCLA that Jewish students were being blocked from accessing a library.

At 2:35 p.m., Danielle Carr, an assistant professor at UCLA's Institute for Society and Genetics, wrote an email seeking to sound an alarm about "truly unbelievable" aggression against protesters during the pro-Israeli counterprotest two days earlier. "I know that many faculty are wondering what the administration plans to do to protect our students," Carr wrote to an office responsible for handling complaints of sexual violence and harassment.



By the evening, a large crowd had gathered outside the protest camp. One man was draped in an Israeli flag and others wore hoodies with slogans demanding the return of Israeli hostages kidnapped by Hamas. At 10:48 p.m., counterprotesters moved closer to the encampment's southern barricades and blared "Harbu Darbu" — an Israeli wartime anthem calling for retribution for Oct. 7. Suddenly, they rushed forward and started pulling metal fences away from security guards stationed at the perimeter of the encampment.

The guards were from Contemporary Services Corporation (CSC), which contracts with UCLA and specializes in crowd control at sporting events and concerts, and a subsidiary. While some CSC guards attempted to push back attackers, others stood aside.

"There are too many!" one of the security guards said, recordings show. Another shouted "CSC, pack it up!" as fellow guards walked away. CSC did not respond to questions from The Post.

The agitators pushed past the fencing and started ripping down plywood barriers on the perimeter of the camp's south and north sides. Pro-Palestinian protesters attempted to hold their line.

## Calls for help

When Tabibian, the business executive, placed his first 911 call at 11:09 p.m., he connected with a dispatcher and they spoke for 21 seconds. "I believe I told him that people were getting hurt — they needed to get over here and shut this down," Tabibian told The Post, noting that it was difficult to differentiate between each of his 11 calls. Tabibian blamed pro-Palestinian protesters for provoking the chaos.

At 11:13 p.m., two UCLA patrol cars and an ambulance arrived near a UCLA campus police car that an observer said had been there all day. A third arrives shortly after. At least four officers stepped out of their cars and were soon surrounded by counterprotesters, some shouting "Shut it down!" in an apparent reference to the encampment. One man was ushered to the ambulance, and at 11:19 p.m., the three police cars and ambulance pulled away.

Reports of injuries rolled in. At 11:31 p.m., a fire department dispatcher asked an ambulance stationed nearby to respond to an injury at the college.

Kuhn, the public health professor, texted Beck, the vice chancellor, about his growing concern. Beck assured him that LAPD had been summoned.

April 30 11:26 p.m.

Michael, what's going on?

**Michael Beck**

Yes. I have been watching. Been talking with the Chief

I am at home.

LAPD has been summoned 11:31 p.m.

LAPD assistance

They've been subjected to five days of torture

And now this?

Where are you?

What did you request?

Oh whom? Did you ask for dispersal?

People are being pepper sprayed by counter protestors

Rocket attack

11:53 p.m. A colleague was just pepper sprayed

Counter protestors crowd is just growing. They're coming from



## Violence continues

Moments later, a counterprotester lit a firework and lobbed it over the encampment perimeter. It exploded inside the encampment to terrified screams.

The lack of police intervention frustrated witnesses. Jeremy López, who supported the protest, called 911 at 12:28 a.m. to report that students were being beaten. “The operator said ‘Yes, we know already,’ and hung up,” López later told The Post.

Carr, the assistant professor who had warned of potential violence, arrived at the plaza a few minutes later and encountered what looked to her like a war zone. Students were sprawled on the ground, some bleeding from their faces. Others were reeling from eye pain caused by irritants.

The violence continued “for hours and hours, with nobody stepping in,” said Bharat Venkat, an associate professor. “I thought a student would be killed.”

A mob surrounded two pro-Palestinian demonstrators who had stepped outside of the encampment. While one was hit with a wooden stick, the crowd rained punches on the other. He was later recorded receiving treatment from volunteer medics, his face covered in blood.

At 12:32 a.m., a man on LAPD radio said they “might want to launch a UCLA unit,” according to a review of radio communications archived by the platform [Broadcastify](#). Seconds later, an officer said he was at UCLA’s Murphy Hall — close to the violence — along with four other units. But no LAPD personnel were seen taking action in available video footage of the area.

After 1 a.m., police reported over radio that an “MFF” — mobile field force — and a helicopter had been requested at the college, and officers were told that the incident was “code three,” meaning they should use lights and sirens.

But over the subsequent hour, the address of the temporary command post was misstated over radio, confusing some officers.

People calling police continued to receive dismissive responses. “Didn’t you already call?” an operator said when a woman called UCLA police at 1:33 a.m., video shows. “I already told you, we’re handling the situation. You can’t continue calling unless you have an emergency.”

## Police emerge

Throughout the evening, police vehicles had gathered on the outskirts of campus, but the first mass of police visible in footage reviewed by The Post was a line of about 30 CHP officers that began to form at 1:43 a.m. Another row of officers in black lined up behind them. They did not advance.

At 2:17 a.m., counterprotesters rushed the encampment barricade, physically assaulting protesters, including slamming a plank of wood on someone's head and spraying an irritant. Officers stood about 200 feet away. None moved to stop the violence, the video shows.

Nearly an hour after they assembled in line, and nearly four hours after the attack began, officers from CHP and LAPD began slowly moving in formation toward Dickson Plaza at 2:43 a.m.

By 3:10 a.m., police had separated the majority of attackers from the pro-Palestinian protesters. But law enforcement did not arrest or appear to question the attackers, instead granting them an exit route away from the camp, according to video.

"There have only been a couple times in my life where I've had trouble understanding what's real and what's maybe a nightmare, and this was definitely one of them," Nicholas Shapiro, an assistant professor and a former EMT who helped treat injured students, later told The Post.

Shapiro arrived home with dark stains on his fingers and palms.

"Surreal," he texted a group of professor friends at 3:47 a.m., "to be ending the night cleaning a student's blood off my hands."

*Samuel Oakford and Jarrett Ley in New York contributed to this report.*

# EXHIBIT 9

From: **Chancellor Gene D. Block** <[chancellor@bp.e.ucla.edu](mailto:chancellor@bp.e.ucla.edu)>  
Date: Tue, Apr 30, 2024 at 5:05 PM  
Subject: Affirming our Values in a Challenging Time  
To:

Dear Bruin Community:

This past Thursday, a group of demonstrators — both members of the UCLA community and others unaffiliated with our campus — established an unauthorized physical encampment on part of Royce Quad, joining those who have set up similar presences at universities around the country.

Many of the demonstrators, as well as counter-demonstrators who have come to the area, have been peaceful in their activism. But the tactics of others have frankly been shocking and shameful. We have seen instances of violence completely at odds with our values as an institution dedicated to respect and mutual understanding. In other cases, students on their way to class have been physically blocked from accessing parts of the campus.

UCLA supports peaceful protest, but not activism that harms our ability to carry out our academic mission and makes people in our community feel bullied, threatened and afraid. These incidents have put many on our campus, especially our Jewish students, in a state of anxiety and fear.

In response, we have taken several immediate actions. We have significantly increased our security presence in the area, including adding greater numbers of law enforcement officers, safety personnel and student affairs mitigators. We have also engaged law enforcement to investigate the recent acts of violence.

The barriers that demonstrators used to block access to buildings have been removed, and we have staff located around Royce Quad to help ensure that they will not go up again. With regard to these incidents, our student conduct process has been initiated, and could lead to disciplinary action including suspension or expulsion.

We continue to encourage anyone who experiences discrimination to report it to our Civil Rights Office. If you feel you are in danger, contact UCPD.

I recognize that the suffering in the Middle East has had a profound impact on our campus, and we continue to hope for a peaceful resolution. While Bruins hold a variety of perspectives on this conflict, we must all protect the wellbeing of our peers and maintain an environment safe for learning. This is a commitment I call on our community to uphold as we navigate the weeks ahead.

Sincerely,

**Gene D. Block**

Chancellor

UCLA

10889 Wilshire Blvd., Suite 1400

Los Angeles, CA 90024-6971

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This email was sent to \_\_\_\_\_ via BruinPost. To contact the sender, please reply to this email or send an email to [Chancellor@ucla.edu](mailto:Chancellor@ucla.edu).

# EXHIBIT 10



# A statement from UC President Michael V. Drake, M.D., on free speech and campus protests

April 30, 2024

*A statement from UC President Michael V. Drake, M.D., on free speech and campus protests (April 30, 2024):*

The University has a long and proud history of supporting freedom of speech and First Amendment rights. We readily accept our obligation to protect the rights of our students, faculty, staff and visitors to our campuses. The right to protest and demonstrate against policies and practices of governing authorities is among the most important privileges of a democracy. This right is not, however, absolute. We must exercise our rights within the broad confines of the laws and policies we ourselves have established.

Earlier today, the UCLA campus sent out a message for those in the UCLA encampment informing them that the encampment is unlawful and violates university policy.

I fully support the campus in taking this step. The University of California must be as flexible as it can involving matters of free expression, including expression of viewpoints that some find deeply offensive. But when that expression blocks the ability of students to learn or to express their own viewpoints, when it meaningfully disrupts the functioning of the University, or when it threatens the safety of students, or anyone else, we must act.

There are countless ways to protest lawfully, and the University of California campuses will work with students, faculty and staff to make space available and do all we can to protect these protests and demonstrations. But disruptive unlawful protests that violate the rights of our fellow citizens are unacceptable and cannot be tolerated.

# EXHIBIT 11

PERB Received  
06/03/24 11:15 AM

## Statement of Members of the Department of History in Response to the Attack on the Encampment on 30 April 2024

May 1, 2024 / News

We, members of the History Department, a number of whom were present during the events of the night of 30 April to 1 May, strongly condemn the mob attack on our students and the university's failure to support our students' right to protest peacefully and to be kept safe while doing so.

The encampment itself had been a model of its kind: it was limited to members of the university community through the checking of IDs to gain access; participants made continual efforts to avoid engagement with hecklers; and it maintained its focus on its own concerns. This orderly and self-disciplined environment seemed to have the support of the university administration, which initially praised its decorum. This policy on the part of the UC and UCLA administration earned high praise for its restraint and for its clear dedication to protecting the rights of students to protest peacefully.

In a sharp reversal, on 30 April, President Drake issued a statement declaring that the encampment was "unlawful," and Chancellor Block called it "unauthorized." Such statements withdrew official protections from these peaceful student activities, making the students vulnerable to attack. Later that night, the campus was invaded by a violent mob of individuals including many not affiliated with the campus community. History faculty who were present reported that many were middle-aged men; some shouted white supremacist slurs; and others brandished flags linked to violent, right-wing organizations. The security personnel who had been stationed around the barricade left the scene, abandoning it to attack. The violent mob used toxic spray, fireworks, pieces of the barricade, pipes, boards, and bottles to assault the students and faculty inside the encampment. They tore the barricades apart to get at the students inside. During this time, the security personnel and campus police made no effort to stop them. Student journalists and faculty observers outside the encampment were also threatened and assaulted. When police finally arrived many hours later, they watched the attacks, failing to come to the aid of those in the encampment. Some history department faculty who were at the scene reported that police, far from putting a halt to the violence, seemed to be marching alongside the mob. No emergency aid was provided to the students who were bleeding, gassed, or concussed. Today we heard many first-hand accounts of the violence and the lack of support from police and security forces.

We want to object in the strongest possible terms to this travesty. We are horrified that Chancellor Block abdicated his responsibility to protect and support students. His statements (and those of President Drake) opened the way to these attacks on our community. The exemplary nature of this encampment made it a target for those who oppose the free exercise of views other than their own. We demand that the Chancellor and the President be held accountable for their actions in sacrificing student safety and liberties to political expediency. We call for the resignation of Chancellor Gene Block.

We want the university to stand up for the safety and the rights of the campus community by defending the continuing existence of the encampment. The encampment must be protected and the rights of peaceful protests upheld.

Signed:



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06/03/24 11:15 AM

Carla G. Pestana, *Distinguished Professor and Joyce Appleby Endowed Chair of America in the World*

Koh Choon Hwee, *Assistant Professor*

Bharat Venkat, *Associate Professor*

Elizabeth O'Brien, *Assistant Professor*

Miloš Jovanović, *Assistant Professor*

Fernando Pérez-Montesinos, *Assistant Professor*

Kevin Kim, *Assistant Professor*

Hollian Wint (Frederick), *Assistant Professor*

Katherine Marino, *Associate Professor*

Jared McBride, *Assistant Professor*

Katsuya Hirano, *Associate Professor*

Kevin Terraciano, *Professor, Robert Burr Chair of History*

Brenda Stevenson, *Professor and Nickoll Family Endowed Chair in History*

Mary Corey, *Senior Continuing Lecturer*

Ghislaine Lydon, *Associate Professor*

Michael Meranze, *Professor*

Jim Gelvin, *Distinguished Professor*

Andrea Goldman, *Associate Professor*

Valerie Matsumoto, *Professor, Aratani Chair on the Japanese American Incarceration, Redress, and Community*

Tobias Higbie, *Professor*

Caroline Ford, *Professor*

Sanjay Subrahmanyam, *Distinguished Professor & Irving and Jean Stone Endowed Chair in Social Sciences*

Vinay Lal, *Professor*

Greg Woolf, *Distinguished Professor and Ronald J. Mellor Chair of Ancient History*

Soraya de Chadarevian, *Professor*

Peter Stacey, *Associate Professor*

Nile Green, *Professor & Ibn Khaldun Endowed Chair in World History*

William Marotti, *Associate Professor*

Sarah Stein, *Professor*

Stefania Tutino, *Professor and Peter Reill Chair in European History*

Richard von Glahn, *Distinguished Professor*

Minayo Nasiali, *Associate Professor*

Sebouh Aslanian, *Professor and Richard Hovannisian Endowed Chair in Modern Armenian History*

Muriel McClendon, *Associate Professor*

Kelly Lytle-Hernandez, *Professor and The Thomas E. Lifka Endowed Chair in History*

Robin Derby, *Professor, Dr. E. Bradford Burns Chair in Latin American Studies*

Andrew Apter, *Professor*

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Stella Chenvas, *Professor and Eugen Weber Chair in Modern European History*

H. Glenn Penny, *Professor and Henry J. Bruman Chair in German History*

Robin D. G. Kelley, *Distinguished Professor and Gary B. Nash Endowed Chair*

Mary Momdjian, *Continuing lecturer*

Anthony Vivian, *Lecturer in Ancient History*

David Warren Sabean, *Henry J. Bruman Chair of German History, emeritus, and Distinguished Research Professor of European History*

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# EXHIBIT 12

# No Police Actions

## Letter to UCLA Chancellor Gene Block from University of California Faculty and Staff

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PERB Received  
May 1, 2024 06/03/24 11:15 AM

Dear Chancellor Block,

The evening of April 30, 2024 was one of the ugliest in UCLA's recent history. A violent mob attacked UCLA students who had assembled for days in the Royce Quad encampment. Dozens of live video streams, including from local news and *Daily Bruin* reporters, showed masked and unmasked agitators ramming the encampment's barricades, shooting fireworks into the encampment, and attacking protestors with pepper spray, two-by-fours, and metal pipes. According to UCLA faculty who were present, "this was a brutal, violent attack, it was unbelievable," leaving students with chemical burns and lasting trauma.


It was a brutal siege that lasted for hours. UCLA leadership did nothing to prevent the attack; and did nothing for *five hours* as the attacks escalated throughout the night. If anything, your April 30th message requesting disbanding of the encampment and threatening discipline appeared to embolden these outside agitators. You abandoned UCLA students, leaving them to protect themselves from chemical weapons and de-escalate the situation on their own. The UCLA administration did nothing to intervene. At least five students were sent to the hospital. Dozens more were wounded.

Prior to April 30, we supported the measured response UCLA took with regard to the lawful protest from our students currently encamped on Royce Quad. The protests started with students being allowed to exercise their rights to free speech and assembly, with UCLA faculty and administration supporting these rights. In contrast to the raucous images from campuses in Texas, Georgia, and New York, or University Park Los Angeles, UCLA began its response to this current protest as a model of respect and protection of student rights. You have now pivoted from this policy. Indeed, your April 30th email to our campus community calling the encampment unlawful and threatening disciplinary action against the encampment students may have created the spark that outside agitators needed to launch their attack against our students.

As faculty who have regularly visited the student encampment, we categorically reject the idea that the encampment inherently enacts or represents antisemitism. Such rhetoric continues to put our students at risk, from violent outside agitators, from the police, and from politicians.

Last night's attack was part of a longer campaign to torment student protestors and incite violence at the encampment. Since Sunday, the student protestors have been subject to constant verbal racial harassment, mice were released into the camp, a jumbotron has been blasting horrific sounds and traumatizing images, and fireworks have been shot into the camp, we suspect in an attempt to set the tents on fire.

Your persistent lack of protection for students engaged in lawful protest is unacceptable and represents a full failure of leadership of the entire senior campus administration. We hold you responsible for failing to protect our students' right to assemble, speak, and protest and, most of all, to be safe on their own campus. Following your failure to prevent or stop the violence against our students, we, the undersigned senate and contingent faculty and staff at UCLA demand that our University administration take the following steps to protect student protestors:

1. No police actions against students or any UCLA personnel who are engaged in their first amendment right to demonstrate and protest. Instead, please protect the safety of our students.
2. Allow the Palestinian Solidarity Encampment to continue and remove any "illegal" designation.
3.  disciplinary actions including suspension, expulsion, or other criminalizing measures against peaceful protesting students.



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06/03/24 11:15 AM
4. Recognize the conditions and empathize with all students, including those with direct ties to Gaza and Palestine, and others who are from the Middle East, and the many Jewish students and faculty who are allied with protestors' demands for immediate ceasefire.
  5. Continue to listen to the SJP demands and take them seriously. Engage in sincere talks with the students to hear their perspective and publicly disclose UCLA investments, as have leaders at Brown and Northwestern.
  6. Prevent the unpermitted jumbotron from displaying violent images and sounds in violation of UCLA Title IX policy.

More than 200 senate and contingent faculty and staff participated in the April 29 march in support of our students' free speech rights. We will not stand by as our students are assaulted, and we are prepared to deepen and broaden our support for them. In fact, a one-day work stoppage has already been proposed by the group Faculty for Justice in Palestine, and many UCLA senate faculty in our group are ready to take additional actions.

1 de mayo del 2024

Estimado Chancellor Block,

La noche del 30 de abril del 2024 ha sido una de las peores en la historia reciente de UCLA. Una muchedumbre violenta atacó a los/as/es estudiantes de UCLA que se habían concentrado en el campamento del Royce Quad durante estos días. Docenas de retransmisiones en vivo, incluyendo las de los reporteros del Daily Bruin y medios de comunicación locales, grabaron cohetes de fuegos artificiales siendo disparados contra el campamento, y ataques a los manifestantes con aerosol de pimienta, con palos de 2 por 4, y con barras de metal. Según los/as/es profesores de UCLA que estaban presentes, "esto fue un ataque brutal y violento, fue increíble," que dejó a nuestros/as/es estudiantes con quemaduras y con un trauma duradero.

Fue un asedio brutal que duró horas. Los líderes de UCLA no hicieron nada para prevenir el ataque; y no hicieron nada por cinco horas mientras los ataques se intensificaban al avanzar la noche. Al contrario, su mensaje del 30 de abril pidiendo el desalojo del campamento y amenazando con medidas disciplinarias tuvo el efecto de envalentonar a estos agitadores que vienen de fuera. Ud. abandonó a los/as/es estudiantes de UCLA, dejándoles a su suerte para protegerse de armas químicas y para frenar la situación por si mismos. La administración de UCLA no hizo nada para intervenir. Por lo menos cinco estudiantes tuvieron que recibir atención médica en el hospital. Docenas más fueron heridos.

Antes del 30 de abril, nosotros apoyamos la respuesta mesurada que UCLA adoptó con respecto a la protesta legítima de nuestros/as/es estudiantes que están acampados en el Royce Quad. Las protestas empezaron con el derecho de nuestros estudiantes a ejercer sus derechos de protesta y asamblea, y con la administración y el profesorado de UCLA apoyando esos derechos. A diferencia de las estridentes imágenes de campus en Texas, Nueva York, o University Park, UCLA actuó como modelo de respeto y protección de los derechos de los estudiantes al principio de la protesta. Ahora ha cambiado esta estrategia. En efecto, su email del 30 de abril a la comunidad de UCLA, calificando el campamento de ilegal y amenazando con acciones disciplinarias han generado la chispa que los agitadores que vienen de fuera necesitaban para lanzar su ataque contra nuestros/as/es estudiantes.

Como profesores que han visitado el campamento con regularidad, rechazamos categóricamente la idea de que el campamento representa inherentemente y promulga el antisemitismo. Esa retórica continúa



poniendo a nuestros estudiantes en riesgo de ser atacados por agitadores violentos que vienen de fuera, por la policía y por los políticos.

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Los ataques de anoche eran parte de una campaña más amplia para atormentar a los/as/es estudiantes que están protestando y para incitar violencia en el campamento. Desde el domingo, los/as/es estudiantes que están protestando han sido víctimas de acoso verbal de índole racista, ratones han sido soltados por el campamento, una pantalla gigante ha estado reproduciendo, sin cesar, sonidos traumatizantes e imágenes horribles. Fuegos artificiales han sido disparados al campamento con la intención, sospechamos, de incendiar las tiendas de campaña.

Su persistente falta de protección a los/as/es estudiantes que ejercen su derecho a la legítima protesta es inaceptable y representa un absoluto fracaso de liderazgo de la totalidad de la administración de alto rango del campus. Le hacemos responsables por no proteger el derecho de nuestros/as/es estudiantes de reunirse, manifestarse, protestar, y, sobre todo, el derecho a sentirse seguros en su propio campus. Por esta incapacidad de prevenir o parar la violencia contra nuestros/as/es estudiantes, nosotros/as/es los abajo firmantes (profesores miembros del senado de la facultad, profesores adjuntos, y empleados/as/es de UCLA) pedimos que la administración de la universidad tome los siguientes pasos para proteger a los/as/es estudiantes que están protestando:

1. No acciones policiales contra los/as/es estudiantes o contra cualquier empleado de UCLA que ejercita su derecho de protesta, protegido por la primera enmienda. Al contrario, por favor protejan la seguridad de nuestros estudiantes.
2. Permitan que el Campamento de Solidaridad con Palestina continúe y no se designe al campamento como "ilegal".
3. No acciones disciplinarias, incluyendo la suspensión, la expulsión, u otras medidas que criminalicen las acciones pacíficas de los/as/es estudiantes que están protestando.
4. Reconocer la condición y empatizar con todos los/as/es estudiantes, incluyendo aquellos/as/es que tienen lazos directos con Gaza y Palestina, y otros que son de Oriente Medio, así como los/as/es muchos/as/es estudiantes y profesores de origen judío que son aliados de los estudiantes que protestan por un alto al fuego inmediato.
5. Continúen escuchando las peticiones de SJP (Estudiantes por la Justicia en Palestina) y tómenselas en serio. Comprométanse al diálogo sincero con los estudiantes, escuchando su perspectiva. Y divulguen públicamente las inversiones de UCLA, como han hecho los líderes de las universidades de Brown y Northwestern.
6. Impidan que la pantalla gigante que está en el campus sin permiso siga retransmitiendo imágenes y sonidos violentos en violación de la normativa de Title IX en UCLA.

Más de 200 profesores miembros del senado de la facultad, profesores adjuntos, y empleados de UCLA participaron en una manifestación en apoyo del derecho a la libre expresión de nuestros estudiantes el 29 de abril. No nos vamos a quedar de brazos cruzados mientras nuestros/as/es estudiantes son asaltados, y estamos preparados para profundizar y ampliar nuestro apoyo para ellos. De hecho, una huelga de un día ya ha sido propuesta por el grupo de Profesores por la Justicia en Palestina (Faculty for Justice in Palestine), y muchos miembros del senado de la facultad están preparados para tomar medidas adicionales.



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 Michelle Acuna, Staff, Alumni, UCLA  
 James Adams, Staff, Anthropology, UC Irvine  
 alea adigweme, Staff, Center for Accessible Education, UCLA  
 Nikita Aggarwal, Lecturer, School of Law, UCLA  
 Kevan Antonio Aguilar, Assistant Professor, History, UC Irvine  
 Iván E Aguirre D, Assistant Professor, Hispanic studies, UC Riverside  
 Amna Ahmad, Student, UCLA  
 Zubair Ahmed, UCLA Alumni, UCLA  
 Samar Al-Bulushi, Assistant Professor, Anthropology, UC Irvine  
 Yousuf Al-Bulushi, Assistant Professor, Global and International Studies, UC Irvine  
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 Amal Alachkar, Professor, Pharmaceutical Sciences, UC Irvine  
 Mohsin Ali, Staff, Library, UCLA  
 Ibraheem Ali, Staff, UCLA Health IT, UCLA  
 Hagar Ali, Staff, UCLA health staff, UCLA health staff, CTSI, UC Berkeley, UCLA  
 H. Samy Alim, Professor, Anthropology, UCLA  
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 Alexander Arnold, Assistant Professor, Law, UCLA  
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 Nohora Arrieta, Assistant Professor, Spanish and Portuguese, UCLA  
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Jennifer Beckwith, Staff, CAPS, UCLA

Max Belasco, Staff, School of Law, UCLA

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Abdelkader Berrahmoun, UC Santa Cruz

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Michlene Cotter  
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Gabriela Cruz, Graduate Student, Spanish & Portuguese, UCLA  
Rachelle Cruz, Lecturer, Creative Writing, UC Riverside  
Cesi Cruz, Associate Professor, Political Science, UCLA  
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Jigna Desai, Professor, Feminist Studies and Asian American Studies, UC Santa Barbara  
Helen Deutsch, Professor, English, UCLA  
Viviana Diaz, Staff, Cal Alumni Association, UC Berkeley  
Sara Jasmin Díaz-Montejano, GSR, Education, UCLA



Olivia Dickerson, Staff, UCLA Health  
 Irfan Dokovic, Alum, Political science, UCLA  
 Ricardo Dominguez, Professor, Visual Arts, UC San Diego  
 Clelia Donovan, Lecturer, Spanish & Portuguese, UC Berkeley  
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 Jennifer Doyle, Professor, English, UC Riverside  
 Mililani Dreibus, Staff, Law School - Faculty Assistant, UCLA  
 Ian Duncan, Professor, English, UC Berkeley  
 Torquil Duthie, Professor, Asian Languages and Cultures, UCLA  
 Nina Duthie, Assistant Adjunct Professor, Asian Languages and Cultures, UCLA  
 Robert Eagle, Assistant Professor, Institute of the Environment and Sustainability, UCLA  
 Nina Eidsheim, Professor, Musicology, UCLA  
 Ben Eischend, Assistant Professor, Linguistics, UCLA  
 Magda El Zarki, Professor, Computer Science, UC Irvine  
 Hilal Elver, Professor, Orfalea Center of the International studies, UC Santa Barbara  
 Rebecca Jean Emigh, Professor, Sociology, UCLA  
 Samera Esmeir, Associate Professor, Rhetoric, UC Berkeley  
 Virginia Espino, Lecturer, CCAS and Labor Studies, UCLA  
 Ramon Espinosa, Graphic Designer, Hammer Museum, UCLA  
 Elizabeth Espinoza Arceo, Staff, UCLA Labo Studies, UCLA  
 Alissa Espiritu, UC Riverside  
 Yahya Fahimuddin, Alumni, UCLA  
 Stacy Fahrenthold, Associate Professor, History, UC Davis  
 Christopher Fan, Associate Professor, English, UC Irvine  
 Herschel Farbman, Associate Professor, Comparative Literature, UC Irvine  
 Cesar Favila, Assistant Professor, Musicology, UCLA  
 Alexandra Fay, Postdoctoral Fellow, Law, UCLA  
 Cayetano Ferrer, Lecturer, Art, UCLA  
 Cassandra Ferrick, Staff, School of Law, UCLA  
 María Regina Firmino Castillo, Assistant Professor, Dance, UC Riverside  
 Matthew Fisher, Associate Professor, English, UCLA  
 Alan Page Fiske, Professor, Anthropology, UCLA  
 David FitzGerald, Professor, Sociology, UC San Diego  
 Kelly Fong, Lecturer, Asian American Studies, UCLA  
 Rebecca Foote, Assistant Professor, English, UCLA  
 Lulette Forrest, retired faculty, Physiology and Biophysics (retired), UC Irvine  
 Jeff Fort, Associate Professor, French and Francophone Studies, UC Davis  
 Susan Leigh, Distinguished Research Professor, Department of World Arts and Cultures/Dance, UCLA  
 Anne-Lise Francois, Associate Professor, Comparative Literature and English, UC Berkeley  
 Carla Freccero, Professor, Literature, UC Santa Cruz  
 Anna Friz, Associate Professor, Film and Digital Media, UC Santa Cruz  
 Dan Froot, Professor, World Arts and Cultures/Dance, UCLA  
 Jonathan Furner, Professor, Information Studies, UCLA  
 Yazmin Gabriela Gil de Leon, Staff, UCLA labor center, UCLA  
 Loretta Gaffney, Lecturer, Labor Studied, UCLA  
 Rawan Galaidos, Alumni, N/A, UCLA  
 Nancy Gallagher, Professor Emerita, History, UC Santa Barbara  
 John Gamber, Associate Professor, Comparative Literature, UC Irvine  
 Evyn Le Espiritu Gandhi, Associate Professor, Asian American studies, UCLA  
 Inmaculada M. García-Sánchez, Professor, Education, UCLA  
 Shannon Garland, Lecturer, GAMWS, UC Merced  
 N ① baa' Garrison, Associate Professor, Institute for Society and Genetics, UCLA  
 Alicia Gaspar de Alba, Professor, Chicana/o and Central American Studies, UCLA



PERB Received  
06/03/24 11:15 AM

Kelly Gates, Associate Professor, Communication, UC San Diego  
Isaac Gimenez, Associate Professor, Spanish and Portuguese, UCLA  
Rebecca Glasberg, Alumna, UCLA  
Mark Goble, Associate Professor, English, UC Berkeley  
Evelyn Godinez, Staff, Labor Center, UCLA  
Dishanka Gogoi, Graduate Student, Interdisciplinary Humanities, UC Merced  
Kian Goh, Associate Professor, Urban Planning, UCLA  
Sander M. Goldberg, Distinguished Research Professor, Classics, UCLA  
Amanda Jo Goldstein, Associate Professor, English, UC Berkeley  
Laura Gómez, Professor, Law, UCLA  
Lizbeth Gomez, Staff, Community Programs Office, UCLA  
Carlos Gomez, Lecturer, Writing Programs, UCLA  
Camilo Gómez-Rivas, Associate Professor, Literature, UC Santa Cruz  
Vernadette Gonzalez, Professor, Ethnic Studies, UC Berkeley  
Janette Juvenal Gonzalez, Staff, Alumna, History, UCLA  
Gabriela Gonzalez, Staff, ECE, UCLA  
Alejandra Gonzalez Quiroz, Staff, CMRS Center for Early Global Studies, UCLA  
Melissa Goodman, Executive Director, Center on Reproductive Health, Law, and Policy, Law School, UCLA  
Kevis Goodman, Professor, English, UC Berkeley  
Amanda Gordillo, Staff, Humanities, UCLA  
Yogita Goyal, English and African American Studies, UCLA  
Jennie Grammer, Associate Professor, Education, UCLA  
Rosie Grant, Staff, Social Sciences, UCLA  
Jamie Gravell, Associate Professor, PhD Alumnae, UCLA Education, Current Assistant Professor, California State University - Stanislaus, Education, UCLA  
Erin Gray, Assistant Professor, American Studies, UC Davis  
Shelleen Greene, Associate Professor, FTVDM, UCLA  
Trevor Griffey, Lecturer, Labor Studies, UCLA  
Talinn Grigor, Professor, Art and Art History, UC Davis  
Darcy Grimaldo Grigsby, Professor, History of Art, UC Berkeley  
Ariela Gross, Professor, Law, UCLA  
Elisheva Gross, Lecturer, Psychology, UCLA  
Jonathan H. Grossman, Professor, English, UCLA  
Ayasha Guerin, Assistant Professor, World Arts & Cultures / Dance, UCLA  
Suzanne Gerlac, Professor, french, UC Berkeley  
Kristy Guevara-Flanagan, Professor, FTVDM, UCLA  
Lorena Guillén, Assistant Professor, Education, UCLA  
Akhil Gupta, Professor, Anthropology, UCLA  
Miguel Gutierrez, Associate Professor, World Arts and Cultures/Dance, UCLA  
Arcelia Gutierrez, Assistant Professor, Film and Media Studies, UC Irvine  
Michael Gutperle, Professor, Physics and Astronomy, UCLA  
Joshua Guzman, Assistant Professor, Gender Studies, UCLA  
Lesley Haddock, student, UC Berkeley Alumni and Sonoma State student, UC Berkeley  
Sherine Hamdy, Professor, Anthropology, UC Irvine  
Veronica Hamilton, PhD candidate, Psychology, UC Santa Cruz  
Abeer Hamza, Lecturer, Near Eastern Languages & Cultures, UCLA  
Ju Hui Judy Han, Assistant Professor, Gender Studies, UCLA  
Martin Harries, Professor, Comparative Literature, UC Irvine  
Christopher Paul Harris, Assistant Professor, Global and International Studies, UC Irvine  
Laurie Kain Hart, Professor, Anthropology and Global Studies, UCLA  
Gillian Hart, Professor, Geography, UC Berkeley  
Laurie Kain Hart, Professor, UCLA  
Ella Haselswerdt, Assistant Professor, Classics, UCLA  
C Hayden, Professor, Anthropology, UC Berkeley  
Allison Adelle Hedge Coke, Professor, Creative Writing, UC Riverside



PERB Received

06/03/24 11:45 AM

Alexandra, Staff, Psychology Institute, UCLA  
 Barbara Herman, Professor, Philosophy, UCLA  
 Jose Hernandez, Staff, School of Law, UCLA  
 Adriana Hernandez, Staff, CPO/ SIOC, UCLA  
 Ruben Hernandez-Leon, Professor, Sociology, UCLA  
 Jessika Herrera, Staff, Public Health, UCLA  
 Christopher Herring, Assistant Professor, Sociology, UCLA  
 Patrick Heuveline, Professor, Sociology, UCLA  
 Tobias Higbie, Professor, History and Labor Studies, UCLA  
 Jasmine Hill, Assistant Professor, Public Policy, UCLA  
 James D. Hillmer, Lecturer, ALC, UCLA  
 Raul Hinojosa, Associate Professor, CCAS, UCLA  
 Katsuya Hirano, Associate Professor, History, UCLA  
 Charles Hirschkind, Professor, Anthropology, UC Berkeley  
 Lena Hoang, Staff, Dodd Humanities Group, UCLA  
 Thomas Hodgson, Assistant Professor, Musicology, UCLA  
 Vivian Hohenbeck, Staff, Humanities, UCLA  
 Jacqueline Honda, Staff, Education, UCLA  
 Christine Hong, Professor, Critical Race and Ethnic Studies and Literature, UC Santa Cruz  
 Christopher Hsieh, Staff, School of Law, UCLA  
 Peter James Hudson, Associate Professor, African American Studies and History, UCLA  
 Shari Huhndorf, Professor, Native American Studies, UC Berkeley  
 Anneeth Kaur Hundle, Associate Professor, Anthropology, UC Irvine  
 Marcus Anthony Hunter, Professor, Sociology & African American Studies, UCLA  
 Janelle Iglesias, Assistant Professor, Visual Arts, UC San Diego  
 Roya Ijadi-Maghsoodi, Assistant Professor, Psychiatry, UCLA  
 Alastair Iles, Professor, Environmental Science, Policy, and Management, UC Berkeley  
 Domenico Ingenito, Associate Professor, NELC, UCLA  
 Talia Inlender, Faculty, Law, UCLA  
 Nora Jacobsen Ben Hammed, Assistant Professor, MELC, UC Berkeley  
 Chris Jadallah, Assistant Professor, Education, UCLA  
 Beenash Jafri, Assistant Professor, Gender, sexuality and women's studies, UC Davis  
 Rana Jaleel, Associate Professor, Gender, Sexuality, & Women's Studies and Asian American Studies, UC Davis  
 Ozan Jaquette, Associate Professor, Education, UCLA  
 Adriana Jaramillo Castillo, Staff, Center for the Transformation of Schools, UCLA  
 Leila Javaheri  
 Uma Jayakumar, Associate Professor, School of Education, UC Riverside  
 Felix Jean-Louis, Assistant Professor, History, UC Irvine  
 Robyn Jensen, Assistant Teaching Professor, Department of Slavic Languages and Literatures, UC Berkeley  
 Mark Jerng, Professor, English and Asian American Studies, UC Davis  
 Imani Kai Johnson, Associate Professor, Dance; Black Study, UC Riverside  
 Jenny Olivia Johnson, Associate Professor, Musicology, UCLA  
 Caroline Johnson, Demonstration Teacher, UCLA Lab School, UCLA  
 Selim Jones, Alum, UC Santa Cruz  
 Robert Mitchell Kwan Jong, Graduate Student, Education, UCLA  
 Milos Jovanovic, Assistant Professor, History, UCLA  
 Cecilia Jude, MD, Professor, Radiology, UCLA  
 Vishal Jugdeo, Assistant Professor, Art, UCLA  
 Diane Jung Gallo, Staff, CAPS, UCLA  
 Jennifer Jung-Kim, Lecturer, Asian Languages and Cultures, UCLA  
 Brian Justie, Staff, UCLA Labor Center, UCLA  
 Khalid Kadir, Lecturer, ISSP/CEE, UC Berkeley  
 V  rie Kahkejian, Medical Student, UCSF School of Medicine, UC San Francisco  
 Stanva Kahn, Lecturer, Art, UCLA



PERB Received

06/03/24 11:15 AM

Ippolytos Kalivas, Assistant Professor, Psychiatry, UCLA  
 Harmeet Kaur Kalsi, Teaching Assistant, Education, UCLA  
 Meryem Kamil, Assistant Professor, Film & Media Studies, UC Irvine  
 Daisy Kamp, Graduate Student, Materials Science and Engineering, UC Irvine  
 Laura Kang, Professor, Gender & Sexuality Studies, UC Irvine  
 Shuchang Kang, PhD, Staff, Caps, UCLA  
 Caren Kaplan, Professor Emerita, American Studies, UC Davis  
 Michael Karanicolas, Staff, Law, UCLA  
 Sarah Tindal Kareem, Associate Professor, English, UCLA  
 Siri Kaur, Lecturer, Art + Architecture, UCLA  
 Asma Kazmi, Associate Professor, Art Practice, UC Berkeley  
 Anusha Kedhar, Associate Professor, Dance, UC Riverside  
 Sanjay Kedhar, Professor, Ophthalmology, UC Irvine  
 Robin D. G. Kelley, Professor, History, UCLA  
 Jennifer Kelly, Associate Professor, Feminist Studies and Critical Race and Ethnic Studies, University of California, Santa Cruz, UC Santa Cruz  
 Alberto Keossian, Staff, Hammer Museum, UCLA  
 Asim Khan, Alumni, UCLA  
 Tehmina Khan, Lecturer, College Writing Programs, UC Berkeley  
 Rana Khankan, Academic Administrator, Life Sciences Core, UCLA  
 Roshanak Kheshti, Associate Professor, Theater, Dance, and Performance Studies, UC Berkeley  
 Gelare Khoshgozaran, Assistant Professor, Art, UCLA  
 Sahar khoury, Lecturer, Art, UC Berkeley  
 Alejandra Killekar, Staff, UCLA Extension Human Resources, UCLA  
 Jane Kim, Lecturer, Education, UCLA  
 Richard Kim, Professor, UC Davis  
 Joo Ok Kim, Associate Professor, Literature, UC San Diego  
 Claire Jean Kim, Professor, Political Science and Asian American Studies, UC Irvine  
 Jungwon Kim, University of California alumnus, UC Berkeley  
 Seolhwa Kim, Graduate student, Physics, UCLA  
 Hea-Mi Kim, alumni, fine arts, UCLA  
 Andrew Kim, Assistant Professor, Anthropology, UC Berkeley  
 Summer Kim Lee, Assistant Professor, English, UCLA  
 Anh Lam Kim Tran, Alumni, UC Santa Barbara  
 Leigh Kimberg, MD, Professor, Department of Medicine, UC San Francisco  
 Andie Kimura, Staff, Hammer Museum, UCLA  
 Katherine Callen King, Professor, Coomparative Literature, UCLA  
 Bryant Kirkland, Associate Professor, Classics, UCLA  
 Raymond Knapp, Professor, Musicology, UCLA  
 Michelle Ko, Associate Professor, Public Health Sciences, UC Davis  
 Jasleen Kohli, Executive Director, Critical Race Studies Program, UCLA School of Law, UCLA  
 Rita Kohli, Associate Professor, School of Education, UC Riverside  
 Suneal Kolluri, Assistant Professor, School of Education, UC Riverside  
 Gina Konstantopoulos, Assistant Professor, Near Eastern Languages and Cultures, UCLA  
 Liz Koslov, Assistant Professor, Urban Planning and Institute of the Environment and Sustainability, UCLA  
 Joel c koury, Associate Professor, UCLA School of Law, UCLA  
 Amy Krauss, Assistant Professor, Visiting Assistant Prof, Feminist Studies, UC Santa Cruz  
 Robert Ku, Staff, Asian American Studies Center, UCLA  
 André Keiji Kunigami, Assistant Professor, Film and Media Studies, UC Irvine  
 Leona Kwon, Lecturer, Education, UCLA  
 Jade Lacy, Staff, English, UCLA  
 Jennifer Lainez, Staff, School of Education & Information Studies, UCLA  
 Hannah Landecker, Professor, Sociology, UCLA  
 David Landreth, Associate Professor, English, UC Berkeley  
 Celeste Langan, Associate Professor, English, UC Berkeley



CELESTE LANGHOUT, Professor, English, UC Berkeley

Monika Langstaff, Staff, LA

Regina Day Langhout, Professor, Psychology, UC Santa Cruz

Siri Langmo, Graduate Student Researcher, Environmental Health Sciences- Fielding School of Public Health, UCLA

Génesis Lara, Assistant Professor, Chicano/Latino Studies, UC Irvine

Susan Lares-Nakaoka, Staff, Academic Administrator, Social Welfare, UCLA

Wesley Larios, Lecturer, Art, UCLA, UC Riverside

Anna Lau, Professor, Psychology, UCLA

Claire Lavagnino, Lecturer, ELTS, UCLA

Grace Lavery, Associate Professor, English, UC Berkeley

Miranda Le, Medical Student, DGSOM, UCLA

T.K. Le, Staff, Asian American Studies Center, UCLA

Elisabeth Le Guin, Professor, emerita, Music and Musicology, UCLA

Jorge N. Leal, Assistant Professor, History, UC Riverside

Keenan Leary, Alumni, Luskin MSW, UCLA

Gregory Leazer, Associate Professor, Information Studies, UCLA

Marisol Lebron, Associate Professor, CRES and FMST, UC Santa Cruz

Rachel Lee, Professor, English, UCLA

Namhee Lee, Professor, East Asian Languages and Cultures, UCLA

Darlene Lee, Lecturer, Education, UCLA

James Kyung-Jin Lee, Professor, Asian American Studies, UC Irvine

Ching Kwan Lee, Professor, Sociology, UCLA

Mingyu Lee, UCLA

Julia Lee, Professor, Asian American Studies, UC Irvine

Namhee Lee, Professor, Asian Languages and Cultures, UCLA

Jin-kyung Lee, Associate Professor, Literature, UC San Diego

Christine Lee, Project Scientist, Education, UCLA

Christine Lee, Staff, Asian Americans Studies Center, UCLA

Lauren Lee McCarthy, Professor, Design Media Arts, UCLA

Bronwyn Leebaw, Associate Professor, Political Science, UC Riverside

Jess R Lehrman, UC Alum, UC Davis

Dona Jamie Leonard, Teaching Assistant, UCLA

Faithy Leong, Staff, UCLA Alumni '02, UCLA Asian American Studies Center, UCLA

Audrey Leshay, Staff, Arts, UCLA

Simon Leung, Professor, Art, UC Irvine

Greg Levine, Professor, History of Art, UC Berkeley

Mark LeVine, Professor, UCI history, UC Irvine

Cynthia Lewis, Professor, UC Santa Cruz

Christine Liboon, Graduate Student Researcher, Education, UCLA

Pei-te Lien, Professor, Political Science, UC Santa Barbara

Ban Hong (Phyllice) Lim, Staff, CAPS, UCLA

Chloe Lin, Staff, UCLA Law, UCLA

Dr. Caroline Kieu Linh Valverde, Associate Professor, Asian American Studies, UC Davis

Patricia Lino, Assistant Professor, Spanish and Portuguese, UCLA

Alison Lipman, Lecturer, EEB, UCLA

Matt Lipps, Lecturer, Art, UCLA

Aaron Littman, Assistant Professor, Law, UCLA

Arman Liwanag, Staff, UC Berkeley

Alondra Lizarraga, Staff, Alumni, Writing Programs, UCLA

David Lloyd, Professor, English, UC Riverside

Tatiana Londoño, Assistant Professor, Social Welfare, UCLA

Amy Lonetree, Professor, History, UC Santa Cruz

Katherine Long, Staff, Summer Sessions & International Education, UCLA

Soledad Lopez Franco, Staff, Law School, UCLA

Elizabeth Losh, Emerita, UC San Diego



ELIZABETH LOZANO, UC San Diego

Olivia Lozano, Lecturer, Law School, UCLA

Rita Lucarelli, Associate Professor, Middle Eastern Languages and Cultures, UC Berkeley

Caroline Luce, Staff, Labor Studies/IRLE, UCLA

Adonia Lugo, Staff, Lecturer, Urban Planning and Institute of Transportation Studies, UCLA

Caleb Luna, Assistant Professor, Feminist Studies, UC Santa Barbara

Cecilia Luna, Staff, Community member, UC Berkeley

Nancy Lupo, Lecturer, Art, UCLA

Ghislaine Lydon, Associate Professor, History, UCLA

Colleen Lye, Associate Professor, English, UC Berkeley

Jessica W. Lynch, Professor, Institute for Society and Genetics, UCLA

Cecelia Lynch, Professor, Political Science, UC Irvine

Caeli Lynch, Staff, UCLA College, UCLA

Sara Lyons, Lecturer, Theater, UCLA

Kelly Lytle Hernandez, Professor, History, UCLA

Kate Mackintosh, Executive Director, The UCLA Law Promise Institute Europe, Law, UCLA

Ashna Madni, Staff, Philosophy, UCLA

Maya Mahajan, Staff, UC Berkeley

Nidhi Mahajan, Assistant Professor, Anthropology, UC Santa Cruz

Lilith Mahmud, Associate Professor, Anthropology, UC Irvine

Lindsay Mahowald, Staff, Law, UCLA

Sunaina Maira, Professor, Asian American Studies, UC Davis

Ann Somers Major, Staff, History, UCLA

Ussama Makdisi, Professor, History, UC Berkeley

Purnima Mankekar, Professor, Anthropology and Asian American Studies, UCLA

Denise Mann, Professor, Film, Television, Digital Media, UCLA

Beckett Maravelias, Staff, Health Equity, Diversity and Inclusion, UCLA

Elizabeth Marchant, Associate Professor, Gender Studies and Comparative Literature, UCLA

Ananda Marin, Associate Professor, Education and American Indian Studies, UCLA

Anna Markowitz, Assistant Professor, Education, UCLA

Victoria Marks, Professor, World Arts and Cultures/Dance and Disability Studies, UCLA

Rebecca Marschall, Staff, Clark Library, UCLA

Lynne Marsh, Associate Professor, Chair, Department of Art, UC Riverside

Eric Martin, Lecturer, Religion, UCLA

Daisy Martin, Staff, Lecturer, Education, UC Santa Cruz

Stephany Martinez Tiffer, Staff, Law School, UCLA

Francine Masiello, Professor Emerita, Spanish and Comparative Literature, UC Berkeley

Natalie Masuoka, Associate Professor, Political Science & Asian American Studies, UCLA

Saloni Mathur, Professor, Chair, Art History, UCLA

Valerie Matsumoto, Professor, History / Asian American Studies, UCLA

Wendy Matsumura, Associate Professor, History, UC San Diego

Kyle T. Mays, Associate Professor, African American Studies, UCLA

Teresa McCarty, Distinguished Professor, Education and American Indian Studies, UCLA

Annie McClanahan, Associate Professor, English, UC Irvine

Tom McEnaney, Associate Professor, Comparative Literature and Spanish & Portuguese, UC Berkeley

Ramsey McGlazer, Associate Professor, Comparative Literature, UC Berkeley

Kathleen McHugh, Professor, English/FTVDM, UCLA

Mia McIver, Lecturer, Writing Programs, UCLA

Adela McKay, Spanish and Portuguese, UCLA

Karen McKinnon, Assistant Professor, IoES / statistics / AOS, UCLA

Nancy Ann McLoughlin, Associate Professor, History, UC Irvine

Abril Mendez, Community Member

Cecilia Menjivar, Professor, Sociology, UCLA

Na'ama Meranze, Professor, History, UCLA

Lisa M. Soederberg Miller, Professor, UC Davis



Mireille Miller Young, Associate Professor, Feminist Studies, UC Santa Barbara  
 Elizabeth Milos, Staff, Medical Interpreter 2, UC San Francisco  
 Susette Min, Associate Professor, Asian American Studies, UC Davis  
 Mino Moallem, Professor, Gender and Women's Studies, UC Berkeley  
 Rashmita Mistry, Professor, Education, UCLA  
 Laura J. Mitchell, UCLA PhD 2001, Associate Professor, History, UC Irvine  
 Nancy Marie Mithlo, Professor, Gender and American Indian Studies, UCLA  
 Valeria Moedano, Staff, Chicana/o & Central American Studies, UCLA  
 Hani Mohseni, PhD student, Philosophy, UCLA  
 Olivia Mole, Lecturer, Art, UCLA, UC Riverside  
 Victoria Molero González, Staff, Astronomy & Astrophysics, UC Santa Cruz  
 Alesia Montgomery, Assistant Professor, IoES, UCLA  
 Robert Montoya, Associate Professor, Information Studies, UCLA  
 Liron Mor, Associate Professor, Comparative Literature, UC Irvine  
 Cherrie Moraga, Professor, English, UC Santa Barbara  
 Anna Morcom, Professor, Ethnomusicology, UCLA  
 Alicia Morehead-Gee, MD, Former Clinical Instructor, Former Resident Physician, Internal Medicine, UCLA, UC San Francisco  
 Cole Morgan, Assistant Professor, English, UC Irvine  
 S. Priya Morley, Director, International Human Rights Clinic & Racial Justice Policy Counsel, Promise Institute for Human Rights, UCLA School of Law, UCLA School of Law, UCLA  
 Heather Morpew, Staff, Law, UCLA  
 Jan Morris, Member of public  
 Rebecca Morris, Professor, Dept of Art, UCLA  
 Mitchell Bryan Morris, Professor, Musicology, UCLA  
 Susan Morrissey, Professor, History, UC Irvine  
 Michael W. Moses II, Assistant Professor, School of Education, UC Riverside  
 Grace Mosher, Staff, UC Irvine  
 Chelsea Mosher, Lecturer, Art, UCLA  
 Salma Mousa, Assistant Professor, Political science, UCLA  
 Siraj Mowjood, Alumni, UCLA  
 KC Mukai, Staff, UC Berkeley  
 Vanessa Muros, Staff, Cotsen Institute of Archaeology, UCLA  
 Doug Myers, Staff, Philosophy, UCLA  
 Ramona Naddaff, Associate Professor, Rhetoric, UC Berkeley  
 ricardo nagaoka, Graduate Student, SOAA, UCLA  
 Eric Naiman, Professor, Comparative Literature & Slavic, UC Berkeley  
 Tiara Naputi, Associate Professor, Global & International Studies, UC Irvine  
 Victor Narro, Core Faculty, UCLA Labor Studies and School of Law, UCLA  
 Minayo Nasiali, Associate Professor, History, UCLA  
 Salma Nasoordeen, relative of UCLA student, UCI, UC Irvine, UCLA  
 Natalie Pulvino, Student, Community Health Sciences, UCLA  
 Nivedita Nath, Assistant Professor, History, UC Irvine  
 Diana Negrín, Lecturer, UC Berkeley  
 Anahid Nersessian, Professor, English, UCLA  
 Anne Nesbet, Professor, Film and Media and Slavic Languages and Literatures, UC Berkeley  
 Rahul Neuman, Lecturer, Music, UCLA  
 Cindy Nguyen, Assistant Professor, Information Studies, UCLA  
 Kelly Nguyen, Assistant Professor, Classics, UCLA  
 Minh-Thu Nguyen, Staff, ELTS, UCLA  
 Thu-huong Nguyen-vo, Professor, Asian Languages & Cultures and Asian American Studies, UCLA  
 Brenda Nicolas, Assistant Professor, Global and International Studies, UC Irvine  
 Jeanne Nishimoto, Academic Administrator, UCLA School of Law, UCLA  
 F ̄ ilupe Niumeitolu, Assistant Professor, Critical Race & Ethnic Studies, UC Santa Cruz  
 Satiya U. Noble, Professor, Gender Studies, UCLA



Marsha Noeline Staff, David Geffen School of Medicine, Jonsson Comprehensive Cancer Center, UCLA  
 Richard B. Norgaard, Professor, Energy and Resources Group, UC Berkeley  
 Calvin Normore, Professor, Philosophy, UCLA  
 Anita Nuechterlein, Staff, Clinical Lab, UC San Francisco  
 Elizabeth O'Brien, Assistant Professor, History, UCLA  
 Geoffrey G. O'Brien, Professor, English, UC Berkeley  
 Elizabeth O'Brien, Assistant Professor, History, UCLA  
 Blaine O'Neill, Lecturer, Design Media Arts, UCLA  
 Janet O'Shea, Professor, World Arts and Cultures/Dance, UCLA  
 Laury Oaks, Professor, Department of Feminist Studies, UC Santa Barbara  
 Ryan OByrne, Staff, Teaching Assitant, Art, UC Riverside  
 Dr. Christopher I. Olivares Martinez, Assistant Professor, Civil & Environmental Engineering, UC Irvine  
 Frances Olsen, Emerita Professor, Law, UCLA  
 Todd Philip Olson, Professor, History of Art, UC Berkeley  
 Ikechukwu ONyewuenyi, Staff, Hammer Museum, UCLA  
 Sjoerd Oostrik, Lecturer, UEI, UCLA  
 Brittani R. Orona, UC President's Post-Doctoral Fellow, History, UC Santa Cruz  
 Jane Orr, Staff, Art, UCLA  
 Vilma Ortiz, Professor, Sociology, UCLA  
 Laura Ostrow, UC Alumn, American Studies, UC Santa Cruz  
 Susan S Oswald, Education, UCLA  
 Sylvan Oswald, Associate Professor, Theater, UCLA  
 Brande M. Otis, Graduate Student, School of Education and Information Studies, UCLA  
 Raquel Pacheco, Assistant Professor, Anthropology, UC Santa Barbara  
 taisha paggett, Associate Professor, Dance, UC Riverside  
 Stefania Pandolfo, Professor, Anthropology, UC Berkeley  
 Aaron Panofsky, Professor, Institute for Society and Genetics and Public Policy, UCLA  
 Oona Paredes, Associate Professor, Asian Languages and Cultures, UCLA  
 Veronica Paredes, Assistant Professor, Film, Television and Digital Media, UCLA  
 Tricia Park, Staff, African American Studies, UCLA  
 Jane Parkes, Lecturer, School of Education, UCLA  
 Sunita Patel, Assistant Professor, Law, UCLA  
 Cristina Paul, Lecturer, School of Education, UCLA  
 Madelynn Paulow, Graduate Student, Spanish and Portuguese, UCLA  
 Jessica Peake, Assistant Director, the Promise Institute for Human Rights, School of Law, UCLA  
 Oscar Perea-Rodriguez, Lecturer, Spanish & Portuguese, UC Berkeley  
 Roy Perez, Assistant Professor, Ethnic Studies, UC San Diego  
 Iliana Perez, Lecturer, Labor Studies, UCLA  
 Efrén Pérez, Professor, Political Science, UCLA  
 Gloria A. Pérez Castillo, Staff, IRLE, UCLA  
 Fernando Pérez Montesinos, Assistant Professor, History, UCLA  
 Rafael Pérez-Torres, Professor, English, UCLA  
 Allison Perlman, Associate Professor, History, Film and Media Studies, UC Irvine  
 Richard Perry, Lecturer, Law - Legal Studies, UC Berkeley  
 Keston K. Perry, Assistant Professor, African American Studies, UCLA  
 Carla Pestana, Professor, History, UCLA  
 Pamela J Peters, Staff, AISC, UCLA  
 Margaret Peters, Professor, Political Science, UCLA  
 Kristin Peterson, Associate Professor, Anthropology, UC Irvine  
 Ashley Phillips, Research Collaborator from University of Washington, Environmental Health Sciences, UCLA  
 Joanna Picciotto, Associate Professor, English, UC Berkeley  
 Stuart Pike, Lecturer, Political Science, UCLA  
 s ① anie pincetl, Professor, Institute of the Environment and Sustainability, UCLA  
 Bernardette Josee Pinetta, Staff, Chancellor's Postdoctoral Fellow, Social Welfare, UCLA



Daniele Piomelli, Distinguished Professor, Anatomy and Neurobiology, UC Irvine  
 Ethan Poole, Assistant Professor, Linguistics, UCLA  
 Djordje Popovic, Assistant Professor, Slavic Languages and Literatures, UC Berkeley  
 Dylan Portillo, Staff, LOSH, UCLA  
 Miriam Posner, Assistant Professor, UCLA, UCLA  
 antje postema, Lecturer, Slavic Languages and Literatures, UC Berkeley  
 Anjali Prabhu, Professor, Comparative Literature, UCLA  
 Dianne Prado, Lecturer, Lawschool, UCLA  
 Catherine Provenzano, Assistant Professor, Musicology, UCLA  
 Alex Purves, Professor, Classics, UCLA  
 Jacquelyn Quan  
 Isabela Quintana, Assistant Professor, Asian American Studies, UC Irvine  
 Rajagopalan Radhakrishnan, Professor, English., UC Irvine  
 Hani Rafi, Lecturer, Education and information studies, UCLA  
 Michelle Raheja, Professor, English, UC Riverside  
 Shakeer Rahman, Lecturer, School of Law, UCLA  
 Nefeli Ralli, PhD Student, Philosophy, UCLA  
 Harsha Ram, Associate Professor, Department of Slavic Languages and Literatures, UC Berkeley  
 Megha Ram, Lecturer, Law, UCLA  
 Isamara Ramirez, Staff, Philosophy, UCLA  
 Catherine Sue, Professor, Latin American and Latino Studies, UC Santa Cruz  
 Noopur Raval, Assistant Professor, Information Studies, UCLA  
 Kriss Ravetto-Biagioli, Professor, UCLA  
 Will James Rawls, Associate Professor, World Arts and Cultures / Dance, UCLA  
 Geoffrey Raymond, Professor, Sociology, UC Santa Barbara  
 Nooshin Razani, Associate Professor, Epidemiology and Biostatistics, UC San Francisco  
 Casey Reas, Professor, Design Media Arts, UCLA  
 Francesc Reda Coll, Lecturer, Spanish and Portuguese, UCLA  
 Elana Redfield, Staff, UCLA Law, UCLA  
 Ellen Reese, Professor, Department of Society, Environment & Health Equity and Labor Studies program, UC Riverside  
 Terry Regier, Professor, Linguistics, UC Berkeley  
 Michelle Rensel, Assistant Professor, ISG, UCLA  
 Jessica Rett, Professor, Linguistics, UCLA  
 Alejandra Reyes, Assistant Professor, Urban Planning and Public Policy, UC Irvine  
 Bernard Reyes, Alumnus, School of Education and Information Studies, UCLA  
 Joanna Reynolds, Staff, Undergraduate Education Initiatives, UCLA  
 Beth Ribet, Lecturer, Undergraduate Educational Initiatives and Gender Studies, UCLA  
 AJ Rice, Assistant Professor, Department of Political Science, UC Santa Barbara  
 Julieta Rico, PhD Student, Education- Urban Schooling, UCLA  
 Kevin Riley, Staff, Labor Occupational Safety and Health Program, UCLA  
 Kathryn Ringland, Assistant Professor, Computational Media, UC Santa Cruz  
 Marianna Ritchey, UCLA alumn (musicology PhD, 2011), UCLA  
 Gaspar Rivera-Salgado, Staff, Lecturer, UCLA Labor Center, UCLA  
 Gaspar Rivera-Salgado, Lecturer, UCLA Labor Studies, UCLA  
 Martin Rizzo-Martinez, Assistant Professor, Film & Digital Media, UC Santa Cruz  
 Sarah T. Roberts, Associate Professor, Gender Studies | Information Studies | Labor Studies, UCLA  
 William I Robinson, Professor, Sociology, UC Santa Barbara  
 Christofer Rodelo, Assistant Professor, Chicano/Latino Studies, UC Irvine  
 Katie Rodger, Lecturer, UWP, UC Davis  
 Carolyn Terese Rodriguez, Teaching Assistant, Education, UCLA  
 Dylan Rodríguez, Professor, Black Study, Media and Cultural Studies, UC Riverside  
 Daniel Rodriguez, Psychology, UC Santa Cruz  
 Sannah, Lecturer, Writing Programs, UCLA  
 Gabriela Rodriguez-Gomez, Ph.D. Candidate, UCLA



PERB Received

06/03/24, 11:15 AM

John Rogers, 06/03/24, 11:15 AM, Education, UCLA  
Sara Raquel Roschdi, Staff, UCLA Labor Center, UCLA  
Stephen Rosenbaum, Lecturer, School of Law, UC Berkeley  
Giovanni Rossi, Assistant Professor, Sociology, UCLA  
David Rousseve, Distinguished Professor, Woke arts and cultures/dance, UCLA  
Ananya Roy, Professor, Urban Planning, UCLA  
David Alexander Roy, Lecturer, Art, UCLA  
Janeth Ruvalcaba, Staff, Chicana/o and Central American Studies, UCLA  
Faysal Saab, Assistant Professor, David Geffen School of Medicine at UCLA, Internal Medicine and Pediatrics, UCLA  
Navid Saberi-Najafi, Lecturer, ME/SA, UC Davis  
Adam Sabra, Professor, History, UC Santa Barbara  
Theodore Sagun, Lecturer, Education, UCLA  
Poulomi Saha, Associate Professor, English, UC Berkeley  
Sanobar Sajan, UCLA Alumnus, N/a, UCLA  
Daniela Salgado, Staff, UCLA  
Leslie Salzinger, Associate Professor, Gender and Women's Studies, UC Berkeley  
Jocelyne Sanchez, Staff, Chicano Studies Research Center, UCLA  
Daina Sanchez, Assistant Professor, Chicana/o Studies, UC Santa Barbara  
Alexandra Sanchez, Staff, Lawrence Hall of Science, Center for Environmental Learning, UC Berkeley  
Luis Sanchez-Lopez, Assistant Professor, Chicano/Latino Studies, UC Irvine  
Utpal Sandesara, Assistant Professor, Internal Medicine, UCLA  
Cindy C. Sangalang, Assistant Professor, Social Welfare and Asian American Studies, UCLA  
José Manuel Santillana Blanco, Assistant Professor, American Studies, UC Davis  
Carlos Santos, Associate Professor, Social Welfare, UCLA  
Cielo Saucedo, Teaching Assistant, Art, UCLA  
Alex Saum-Pascual, Associate Professor, Spanish and Portuguese, UC Berkeley  
Erika Sawyer, Alumni, UC Santa Cruz  
Asma Sayeed, Associate Professor, NELC, UCLA  
Felicity Amaya Schaeffer, Professor, Critical Race and Ethnic St and FMST, UC Santa Cruz  
Jeanne Scheper, Associate Professor, GSS, UC Irvine  
Melody Schiaffino, Associate Professor, RMAS, UC San Diego  
Chelsea Schields, Associate Professor, History, UC Irvine  
David Schneller, Assistant Professor, Art History, UCLA  
jessica schwartz, Associate Professor, musicology, UCLA  
Ellen Christine Scott, Associate Professor, Film, television and digital media, UCLA  
Hallie Scott, Staff, Hammer Museum, UCLA  
Sarita See, Professor, English, UC Riverside  
Gary Segura, Professor, Public Policy, UCLA  
Sherene R Seikaly, Associate Professor, History, UC Santa Barbara  
Paul Mpagi Sepuya, Associate Professor, Visual Arts, UC San Diego  
Mindy Seu, Associate Professor, Department of Design Media Art, UCLA  
Anna Sew Hoy, Associate Professor, Art, UCLA  
Janna Shaddock-Hernandez, Lecturer, UCLA Labor Studies- UCLA Labor Center, UCLA  
Mahzabeen Shaikh-Gingras, Alumni, UC San Francisco  
Natalie Shapero, Associate Professor, English, UC Irvine  
Nicholas Shapiro, Assistant Professor, ISG, UCLA  
Jeff Share, Lecturer, Education, UCLA  
Anjana Sharma, Associate Professor, Family and Community Medicine, UC San Francisco  
Kriti Sharma, Assistant Professor, CRES, UC Santa Cruz  
Aparna Sharma, Associate Professor, World Arts and Cultures/ Dance, UCLA  
Jenny Sharpe, Professor, English, UCLA  
Tony Shayne, Staff, Dance, UC Riverside  
S mei Shih, Professor, Asian Languages and Cultures and Comparative Literature, UCLA  
Sanghvuk Shin, Associate Professor, Nursing, UC Irvine



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06/03/24 11:15 AM

TJ Shin, Staff, UCLA  
 David Delgado Shorter, Professor, World Arts and Cultures, UCLA  
 Kathleen Shumaker, Staff, UCLA Kaiser Permanente Center for Health Equity, UCLA  
 Hanna Siddiqui, Assistant Professor, Pediatrics, UCLA  
 Jeffrey Skoller, Professor Emeritus, Film and Media, UC Berkeley  
 Susan Slyomovics, Professor, Anthropology and Near Eastern Languages & Cultures, UCLA  
 Desi Small-Rodriguez, Assistant Professor, Sociology and American Indian Studies, UCLA  
 Stuart Tyson Smith, Professor, Anthropology, UC Santa Barbara  
 Debby Sneed, Alumna, Archaeology IDP, UCLA  
 Daniel Scott Snelson, Assistant Professor, English/DMA, UCLA  
 Jonathan Snipes, Lecturer, theater, film/tv, UCLA  
 Alanya Snyder, Alum, UC Berkeley  
 Carolyn Sohn, Staff, PATH to Care Center, UC Berkeley  
 Janet Sorensen, Professor, English, UC Berkeley  
 Deborah Southern, Postdoc, Education, UCLA  
 Aderayo Soyemi, Alum, Social Sciences - Public Health, UC Merced  
 Isaac Speer, Lecturer, Sociology, UCLA  
 Lydia Spielberg, Assistant Professor, Classics, UCLA  
 Marike Splint, Associate Professor, Theater, UCLA  
 Vishnu Sridharan, Post Doctoral Fellow, Law, UCLA  
 Emma Stapely, Assistant Professor, English, UC Riverside  
 Mindy Steinberg, Lecturer, CCAS, UCLA  
 Megan Stephan, Lecturer, English, UCLA  
 Marissa Stevens, Academic Administrator, Pourdavoud Institute, UCLA  
 Kaitlyn Stormes, Staff, Education, UCLA  
 Daniel Story, Librarian, University Library, UC Santa Cruz  
 Ian Straughn, Associate Professor, Anthropology  
 Caroline A. Streeter, Associate Professor, English & African American Studies, UCLA  
 Carla Suhr, Lecturer, Spanish and Portuguese, UCLA  
 Hui-Ling Sunshine Malone, Assistant Professor, Education, UC Santa Barbara  
 Shannon K. Supple, Alumna, former staff, UCLA  
 K. Supriya, Associate Director, CEILS, UCLA  
 Bethany Suter, Grad student, Physics, UC Berkeley  
 Tonia Sutherland, Assistant Professor, Information Studies, UCLA  
 Renee Tajima-Peña, Professor, Asian American Studies Department, UCLA  
 Sasha Talebi, Lecturer, Physical Sciences, UC Irvine  
 Elisa Tamarkin, Professor, English, UC Berkeley  
 Maggie Tarmey, Librarian, Library, UCLA  
 Camilla Taylor, Lecturer, Art department, UCLA  
 Tara Tehrani, Staff, UCLA  
 Mario Telo, Professor, Rhetoric, UC Berkeley  
 Will Tentindo, Staff, Law, UCLA  
 Rei Terada, Professor, Comparative Literature, UC Irvine  
 Veronica Terriquez, Professor, CCAS & Urban Planning, UCLA  
 Michael Terzano, Staff, Hammer Museum, UCLA  
 Carla-Anne Thomas, Lecturer, Gseis, UCLA  
 Cathy Thomas, Assistant Professor, English, UC Santa Barbara  
 Megan Thomas, Associate Professor, Politics, UC Santa Cruz  
 Ariana Thompson-Lastad, Assistant Professor, Family and Community Medicine, UC San Francisco  
 Stefan Timmermans, sociology, professor, Professor, Sociology, UCLA  
 Heidi Tinsman, Professor, History, UC Irvine  
 Ana Paula Tirado Lomas, Alumni, UC Davis, UCLA  
 Ar Titan, Staff, Visual and Performing Arts Education, UCLA  
 Allen Tong, Staff, Math, UCLA  
 Andrew Tonkovich, Lecturer, English, UC Irvine



JUSTIN TORRES, Associate Professor, English, UCLA  
 Justin Torres, Associate Professor, English, UCLA

Ivy Torres, Staff, IRLE, UCLA

Sharon Traweek, Associate Professor, Gender Studies, UCLA

Jasmine Nadua Trice, Associate Professor, FTVDM, UCLA

Pooja Tripathi, Staff, McClellan Nuclear Research Center, UC Davis

Aradhna Tripathi, Professor, Earth, Planetary, and Space Sciences, UCLA

Maria Tsiao, Staff, Law, UCLA

Scott Tsuchitani, Visiting Research Faculty, Feminist Research Institute, UC Davis

Stephanie Tuazon, Staff, Social Welfare, UCLA

Cass Turner, Assistant Professor, English, UCLA

V. Kelly Turner, Associate Professor, Urban Planning, UCLA

Sydney Turner, Resident, Medicine, UC San Francisco

Edward Tyerman, Associate Professor, Slavic Languages and Literatures, UC Berkeley

Karen Umemoto, Professor, Asian American Studies Department and Center, UCLA

Alexis Umoye, Alumni, Psychology, UC Davis, UCLA

Deniale Urbina, Staff, Community Programs Office, UCLA

Sasha Ussed, Staff, ART, UC Irvine

Sandy Valdivieso, Staff, International Institute, UCLA

Megan Valladao, Staff, Education, UCLA

David Ulises Vargas Ezquivel, Staff, Ph.D. Student, Education, UCLA

Rachel Vaughn, Lecturer, Institute for Society & Genetics, UCLA

Adriana Vazquez, Assistant Professor, Classics, UCLA

Bharat Venkat, Associate Professor, Institute for Society & Genetics, UCLA

James Vernon, Professor, History, UC Berkeley

Marques Vestal, Assistant Professor, Urban Planning, UCLA

Arlen Vidal, Staff, School of Ed, UCLA

Ameeth Vijay, Associate Professor, Literature, UC San Diego

Anuradha Vikram, Lecturer, Art, UCLA

Nancy Villalta, Demonstration teacher, UCLA Lab School, UCLA

Tessa Villasenor, Staff, History, UCLA

Charlene Villaseñor Black, Professor, Chicana/o and central American studies, UCLA

Alicia Virani, Academic Administrator, law, UCLA

Cristine Vita, Staff, CAPS, UCLA

Thuy Vo Dang, Assistant Professor, Information Studies, UCLA

Timothy Vollmer, Librarian, Library, UC Berkeley

Christina Vu, Alumni, Department of Psychology, Department of Hispanic Studies, UC Riverside

Rican Vue, Assistant Professor, School of Education, UC Riverside

Nisha Vyas, Lecturer, Law, UCLA

Fabian Wagmister, Professor, Film, Television & Digital Media, UCLA

Saba Waheed, Staff, Lecturer, Labor Studies and Labor Center, UCLA

Sean Walsh, Associate Professor, Philosophy, UCLA

David Walter, Lecturer, College Writing Program, UC Berkeley

Jonah Walters, Postdoctoral Fellow, Institute for Society and Genetics, UCLA

Karin Wang, Staff, Executive Director and Professor from Practice, Law, UCLA

Jane Ward, Professor, Feminist Studies, UC Santa Barbara

Raffi Joe Wartanian, Lecturer, UCLA Writing Programs, UCLA

Hannah Waterhouse, Assistant Professor, Environmental studies, UC Santa Cruz

Ariana Waters, Staff, UCLA

Elisabeth Weber, Professor, Germanic and Slavic, UC Santa Barbara

Benjamin Weissman, Lecturer, Fine Art, UCLA

Traci Wells, Staff, Assistant Professor, Medicine, UCLA

Amber West, Lecturer, Writing Programs, UCLA

Chloe Wharton, Professor, Art History & UCLA/Getty Conservation of Cultural Heritage, UCLA

Andrew Whitcup, Staff, School of Law, UCLA

Drew Whitchock, Staff, Academic Personnel Office, UC Berkeley



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06/03/24 11:15 AM

Bryan Whitson, Staff, Human Resources Personnel Office, UC Berkeley  
Sage Whitson, Associate Professor, Black Study, UC Riverside  
Maria Whittle, Lecturer, Slavic Languages and Literatures, UC Berkeley  
Patty Wickman, Professor, Art, UCLA  
Daniel Widener, Professor, History, UC San Diego  
Melissa M. Wilcox, Professor, UC Riverside  
Nigel Wilkinson-Maitland, Assistant Professor, Medicine, UCLA  
Oksana Willis, Lecturer, Slavic Languages and Literatures, UC Berkeley  
Patrick Wilson, Professor, Psychology, UCLA  
Bianca D.M. Wilson, Associate Professor, Social Welfare, UCLA  
Veronica Wilson, Staff, UCLA Labor Center, UCLA  
Hollian Wint, Assistant Professor, History, UCLA  
Malgorzata Wojas, Lecturer, Art, UC Irvine, UCLA  
Rebecca Wolfe, Staff, Sociology, UC San Francisco  
Allison Wolfe, Lecturer, Music Industry (Herb Alpert School of Music), UCLA  
Hertha Dawn Sweet Wong, Professor of the Graduate School, English, UC Berkeley  
Stacy E. Wood, Staff, Lecturer, Gender Studies, UCLA  
Laura Wray-Lake, Professor, Social Welfare, UCLA  
Roberta Wue, Associate Professor, Art History, UC Irvine  
Yves Yagolnitsner, Alum, UC Santa Cruz  
Vida Yao, Associate Professor, Philosophy, UCLA  
Anthony Yates, Assistant Professor, Near Eastern Languages and Cultures / Program in Indo-European Studies, UCLA  
Monica Youn, Associate Professor, English, UC Irvine  
Alden Young, Associate Professor, African American Studies, UCLA  
Damon R Young, Associate Professor, French and Film & Media, UC Berkeley  
Timothy Yu, Staff, Asian Languages and Cultures, UCLA  
Michelle Yuan, Assistant Professor, Linguistics, UCLA  
linda yun, ex staff member, UCLA  
Alexei Yurchak, Professor, Anthropology, UC Berkeley  
Noah Zatz, Professor, Law and Labor Studies, UCLA  
Jimmy Zavala, Staff, Library Special Collections, UCLA  
Hannah Zeavin, Assistant Professor, History, UC Berkeley  
Chris Zepeda-Millan, Associate Professor, Public Policy, UCLA  
Dora Zhang, Associate Professor, English and Comparative Literature, UC Berkeley  
Sarah Zollweg, Postdoc, UCLA School of Med/GIM-HSR, UCLA  
Hijab Zubairi, Associate Professor, Medicine, UCLA  
Maite Zubiaurre ELTS/Spanish and Portuguese, Professor, UCLA  
Hafsa Zulfiqar, Alumni, UCLA



# EXHIBIT 13

# An Open Letter to the UCLA Community from UCLA Jewish Faculty and Staff





PERB Received  
06/03/24 11:15 AM

We are Jewish faculty and staff at UCLA, of various degrees of religious observance and cultural practice, various racial and class backgrounds, and from multiple parts of the world. We are also Jews of different political persuasions, including but not limited to Jews who are anti-Zionist, non-Zionist, and Zionist.

UCLA Chancellor Gene Block has recently shared a number of messages with the campus community. Chancellor Block has spoken of his concerns about the fear experienced by “Jewish students” and has drawn a supposed connection between addressing campus antisemitism and dismantling the encampment in front of Royce Hall. In doing so, he (mis)used Jews as justification for the arrest of those associated with Students for Justice in Palestine and their sister organizations, including Jewish Voice for Peace, among others. These statements and actions have upset us, not least because we notice a tendency to treat Jewish people on campus as a homogenous bloc despite our many backgrounds, convictions, and experiences. A great deal is being said in our name, without our consent.

We agree on the following statements in light of the events that occurred on our campus between April 30 and May 2, 2024:

- 1. Amnesty for arrested protesters:** We call on the university to ensure that all students, faculty, and staff who were arrested for being part of or in solidarity with the encampment are provided with full amnesty and are assured that they will not be targeted again by UCLA or any UC administrators for engaging in peaceful protest.
- 2. Chancellor Block was wrong to attribute violence to the encampment:** We call on UCLA Chancellor Block to acknowledge publicly the harm he has done to the Palestinian Solidarity Community and to the campus by placing blame on the encampment for the violence directed against the encamped students. Documentary evidence and many witnesses, including faculty among us, confirm the origins of the violence: Violence was initiated and carried out primarily by outside attackers who were not UCLA students, including some self-identified Zionists and some white nationalist aggressors, and did not originate in the encampment.
- 3. Critiques of Israel are not presumptively antisemitic:** Israel does not represent all Jews. While the signatories have profound disagreements about the State of Israel, we agree that it is dangerous to frame all critiques of the state or government of Israel, or all critiques of Zionism, as antisemitic.
- 4. Jews who support the liberation of Palestine must not be devalued:** We reject the notion that those Jews who embrace and work with the people of Palestine, whether in Palestine or in the United States, have sacrificed their Jewishness. We emphasize the view that many Jews who embrace pro-Palestinian work regard themselves as fully Jewish and act as Jewish people of conscience. We also reject the narrative pitting Jews against pro-Palestine protesters. This narrative ignores the diversity of the Jewish community and the presence of Jews within the protest movement.
- 5. Acknowledging the encampment:** Some of those signing are among those who treasure and celebrate the presence of the encampment and who respect the encamped students for their courage, potency, discipline, stamina, and passion. All of us recognize the importance of non-violent student speech



and freedom of expression on a wide range of issues, whether or not we all agree with particular expressions.

**6. Freedom from harassment:** All UCLA students have a right to pursue their studies, follow their interests, and peacefully express themselves without fear of intimidation or attack from police, security staff, other students, faculty and staff, the university administration, or outside community members.

**7. Ceasefire and Student Activism for Palestine:** We support an immediate ceasefire in Gaza, unconditionally. We strongly support the provision of resources needed to rebuild Gaza and to support the surviving people of Gaza, including but not limited to humanitarian aid. We encourage the University of California administration to engage in meaningful dialogue with the pro-Palestinian protesters about the content and context of their demands (including divestment) and the role that the UC can play in promoting peace and justice. Some of those signing have asked that we also specify that the hostages still held by Hamas should be released. We do so, and we simultaneously emphasize that the people living and dying in Gaza are not collectively responsible for hostage-taking, or for the actions of Hamas, or any organization.

In solidarity and in hope for a just future,

76 total signatories as of May 8, 2024



# EXHIBIT 14

PERB Received  
06/03/24 11:15 AM

CALIFORNIA

## Police report no serious injuries. But scenes from inside UCLA camp, protesters tell a different story



A protester is escorted by medics after being shot with a so-called less lethal round during a showdown with police Thursday. (Jason Armond / Los Angeles Times)

By Connor Sheets, Richard Winton, Jason Armond, Safi Nazzal and Brittny Mejia

May 3, 2024 Updated 5:39 PM PT

It was a request that police had made repeatedly: Stop throwing things at officers. But as [pro-Palestinian demonstrators made their last stand](#) Thursday morning in defense of the encampment they'd occupied at UCLA for the better part of a week, some protesters did not comply.

After another piece of wood or a plastic water bottle was flung toward law enforcement, demonstrators would yell for the others to stop hurling projectiles. Still, they kept flying.



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06/03/24 11:15 AM

The police, who were in full riot gear, eventually had enough. One officer raised the barrel of his gun in the direction of a front-line demonstrator and shot him square in the chest with a “less-lethal” round that made a deep thud as it connected.



Police clash with pro-Palestinian protesters after an order to disperse was given at UCLA early Thursday morning. (Wally Skaljic / Los Angeles Times)

The protester fell to the ground, where he remained in a ball for about a minute while others called for a medic. A couple of people with red crosses emblazoned on their protective gear made their way through the mass of bodies and picked up the demonstrator. They quickly hauled him off to the medical tent at the center of the encampment, where a few other protesters were being treated for injuries.

In a Thursday statement, the UCLA Palestine Solidarity Encampment decried law enforcement’s actions: “They tore students from our human chain and shot rubber bullets at close range. ... Many were rushed to the ER after the bullets connected with heads and hands.” The UCLA branch of Students for Justice in Palestine [posted on X](#) on Thursday morning that there were “at least five people shot in the head with rubber bullets.”



CALIFORNIA

With remains of UCLA camp tossed in dumpster, Gaza activists assess the future

May 2, 2024



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06/03/24 11:15 AM

Amr Shabaik, legal and policy director for the Council on American-Islamic Relations' greater Los Angeles area office, said the organization is reviewing "multiple incident reports" of people who were hurt Thursday at UCLA.

Shabaik provided a statement from "volunteer medics on the ground" who said they "treated numerous individuals for both minor and serious injuries inflicted by law enforcement."

"These ranged from scrapes and bruises to more severe cases — including burns from flashbang fragments, acute respiratory failure from smoke, as well as lacerations and head traumas with suspicion for concussion or intracranial hemorrhage (brain bleed) from rubber bullets. One head trauma was confirmed to have indeed resulted in subarachnoid hemorrhage," the medics' statement said, adding that "their conditions [were] worsened by an intentional delay of emergency medical services."

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Los Angeles Police Capt. Kelly Muniz said LAPD officers did not fire rubber bullets or other less-lethal rounds during the clearing of the encampment. A media representative for the California Highway Patrol — whose officers were seen firing less-lethal rounds Thursday — said the department did not have information about injuries.

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06/03/24 11:15 AM

Although law enforcement does not use weapons such as the ones the CHP's officers fired as less lethal, the agency's manual classifies them as likely to result in significant injury.



Authorities breach and break up a the pro-Palestinian encampment at UCLA on Thursday in Los Angeles. (Jason Armond/Los Angeles Times)

Ed Obayashi, a Northern California use-of-force expert, said such projectile weapons are known for their lack of accuracy over distance. "It is not unexpected," he said, "that someone could be seriously injured by a less-lethal weapon."

Times reporters and photojournalists witnessed several instances of protesters being injured during the Thursday morning clearing of the UCLA encampment, yet LAPD interim Chief Dominic Choi, less than 12 hours later, expressed relief.

"I am thankful there were no serious injuries to officers or protesters," [Choi wrote on X](#).

Asked how Choi was able to make that determination so quickly, and whether the LAPD had any more information about injuries — serious or not — the department directed all inquiries to UCLA. A voicemail left for a spokesperson for the UCLA Police Department on Thursday afternoon was not immediately returned.



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06/03/24 11:15 AM

Brian Humphrey, a spokesman for the Los Angeles Fire Department, said the department had personnel at UCLA on Thursday morning available to help anyone who required medical attention. He echoed Choi's statement.



Pro-Palestinian demonstrators occupy an encampment at UCLA as authorities breach and break up the encampment on Thursday in Los Angeles. (Jason Armond/Los Angeles Times)

"We did not encounter any serious injuries," he said in a phone interview. "There was no loss of life and no life-threatening illnesses or life-threatening injuries."

Humphrey said the LAFD "encountered a total of five patients with minor injuries," two of whom were transported to a hospital for treatment. He said he did not have any information about who the five injured people were, including whether they were protesters, law enforcement officers or bystanders.

The Los Angeles County Sheriff's Department — which also had uniformed personnel at UCLA on Thursday — said in a statement that "there were no reported significant injuries to our personnel, or the individuals that were booked."

But the scenes inside the encampment and its medical tent tell a different story — one in which not everyone escaped unscathed.

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06/03/24 11:15 AM



## Who were the masked men behind the UCLA camp attack? Online sleuths vow to find out

May 2, 2024

The tent was a hive of activity for much of the morning as people tripped over debris, were hit with projectiles and were crushed amid the mayhem.

Just after 3:30 a.m. Thursday, calls came from the front line: "Medic! Medic!" Two men wearing blue plastic ponchos with crosses made of red tape were rushing a woman whose head was wrapped in a kaffiyeh to the medical tent. The woman appeared to be in a daze, and she slumped down into a chair under the bright lights strung up in the makeshift clinic. One man had a deep gash on his leg that was pouring blood until medics patched him up. It's unclear how badly either person was hurt or if they were taken to a hospital.



Demonstrators occupy a pro-Palestinian encampment at UCLA as authorities stand nearby on Thursday in Los Angeles. (Jason Armond/Los Angeles Times)

One man shot with a less-lethal round on Thursday needed surgery on his finger, which was so badly hurt that doctors considered amputation, according to a person who was with him on the front line.



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Another man posted pictures of himself on social media at 8:45 a.m. Thursday with a bloody head bandage and blood-stained T-shirt and kaffiyeh.

He wrote that he had been shot with a less-lethal round and that he was “leaving the hospital now with 11 staples and 4 stitches,” adding that “despite all this im so proud of everyone that was there tonight.” His accounts on X and Instagram appeared to have been deleted as of Thursday evening.

*Times staff writer Melissa Gomez contributed to this report.*

### More to Read

**UCLA alleges protesters arrested Monday had tools to barricade buildings**

May 8, 2024



**UCLA sought extra police but canceled requests in days before protest camp was attacked**

May 2, 2024



**Photos: Clashes at pro-Palestinian demonstrations on California campuses**

May 2, 2024



**Connor Sheets**

Connor Sheets is an investigative and enterprise reporter at the Los Angeles Times.



**Richard Winton**

Richard Winton is an investigative crime writer for the Los Angeles Times and part of the team that won the Pulitzer Prize for public service in 2011. Known as [@lacrimas](#) on Twitter, during almost 30 years at The Times he also has been part of the breaking news staff that won Pulitzers in 1998, 2004 and 2016.



**Jason Armond**



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06/03/24 11:15 AM

Staff photographer at the Los Angeles Times. A native of North Carolina, he graduated from the University of North Carolina at Chapel Hill, where he received a bachelor's in media and journalism. His work as a photographer and videographer has been recognized by the Hearst Journalism Awards, the White House News Photographers Assn. and the North Carolina College Media Assn. As a freelance visual journalist, his work has been featured in several publications before joining The Times.

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**Safi Nazzal**

Safi Nazzal is a puppeteer and content creator for 404 by L.A. Times. He received a film degree from Chapman University, where he specialized in directing, and is an alumni of the Television Academy Foundation internship program. He has trained with and performed for both the Bob Baker Marionette Theater and the Jim Henson Company. He also served as a campaign media director for a congressional candidate in the 2020 elections.

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**Brittany Mejia**

Brittany Mejia is a Metro reporter covering federal courts for the Los Angeles Times. Previously, she wrote narrative pieces with a strong emphasis on the Latino community and others that make up the diversity of L.A. and California. Mejia was a Pulitzer Prize finalist in 2021 in local reporting for her investigation with colleague Jack Dolan that exposed failures in Los Angeles County's safety-net healthcare system that resulted in months-long wait times for patients, including some who died before getting appointments with specialists. She joined The Times in 2014.

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# EXHIBIT 15

# We Stand With Our Students

## UCLA Faculty and Staff Speak Out

[Click here to submit your statement, news story, or letter](#)

### [Our Demands \(please sign\)](#)

[UC Faculty Pledge of Non-Retaliation with UAW 4811 Unfair Labor Practices Strike \(please sign\)](#)

[UCLA Faculty Strike Solidarity Toolkit](#)

[Can UC Senate Faculty Respect the UAW Picket Line? Addressing the Manager/Supervisor Concerns](#)



## Collective Statements

Collective [Statement](#) of UCLA Gender Studies Graduate Students on the UAW Strike Authorization Vote, May 14, 2024

[Statement](#) to Students and the Campus Community, Ecology and Evolutionary Biology Department, May 12, 2024

[Statement](#) of the undersigned members of UCLA's IoES in response to the administration's failures regarding student protests on campus, May 10, 2024

Luskin Students [Demand](#) an Aye Vote for No Confidence, Censure of Chancellor Block, and Stand in Solidarity with UCLA Student Demands, May 10, 2024

A [Message](#) from The Staff of the Academic Advancement Program (AAP), May 10, 2024

UCLA Black, Latinx, and Native American (BLNA) Faculty Collective of the David Geffen School of Medicine (DGSOM) [Letter](#) in Support of Students, Faculty and Broader Bruin Community Subject to Emotional and Physical Violence During the Past Week's Events, May 10, 2024

Center for the Study of Women [Statement](#) on Palestine Solidarity Encampment and Protests, May 9, 2024

[Statement](#) of undersigned members of the UCLA Department of Education in response to the forcible removal of the Student Encampment, May 9, 2024

Department of Art Faculty [Response](#) to Violence on Our Campus, May 9, 2024

[Statement](#) of the undersigned members of the UCLA Mathematics Department on the actions of the administration in response to recent student protests, May 9, 2024

[Statement](#) from undersigned Luskin School of Public Affairs staff members in response to the forcible removal of the Student Encampment and the continued police presence on campus, May 9, 2024

“[Voices from the Frontline](#): Medics at the UCLA Palestine Solidarity Encampment Expose Serious Harms Inflicted by Zionist Mob, Police, and UCLA Administration,” May 9, 2024

UCLA Law Faculty and Staff [Statement](#) on the Events of April 30–May 2, May 8, 2024



[Statement](#) of Undersigned Faculty in UCLA's Department of Comparative Literature on the

[Statement](#) from undersigned members of the Department of Asian Languages and Cultures in response to the UCLA administration's failures over the Student Encampment and Protests, May 8, 2024

[Statement](#) from undersigned Luskin School of Public Affairs faculty members in response to the forcible removal of the Student Encampment, May 8, 2024

Council of University Faculty Associations [Statement](#) On Campus Protests, May 7, 2024

[Statement](#) from Library staff on the suppression and mistreatment of student protesters, May 7, 2024

[Letter](#) to UCLA Health / DGSOM Leadership Regarding the Attack on and Forced Clearance of Palestine Solidarity Encampment, May 6, 2024

[Statement](#) by Members of the Department of European Languages and Transcultural Studies (ELTS) and the Program in Digital Humanities on the University's Failure to Protect Student Protestors, May 6, 2024

[Statement](#) of Faculty in the UCLA Department of Near Eastern Languages and Cultures in response to the attack on and removal of the Palestine solidarity encampment, May 6, 2024

UCLA Gender Studies Department [Statement](#) on Mob and Police Violence against Students and Faculty, May 6, 2024

[Statement](#) of Faculty in the UCLA Department of Near Eastern Languages and Cultures in response to the attack on and removal of the Palestine solidarity encampment, May 6, 2024

Concerned Black Bruins and Alumni, [Statement](#) in Solidarity with the Students for Justice in Palestine, May 6, 2024

[Statement](#) of Support for the UCLA Palestine Solidarity Encampment, UCLA Center X, May 6, 2024

UCLA Chapter of UC-AFT Local 1474 [Condemns](#) Arrests of Contingent Faculty and Librarians for Protecting Students, May 6, 2024



American Indian Studies Department Solidarity [Statement](#), May 6, 2024

Solidarity [Statement](#) of the Department of African American Studies, UCLA, May 6, 2024

[Statement](#) of Graduate Students of the Department of Asian Languages and Cultures in Response to the Attacks on the Encampment and the University's Failure to Protect Students and Faculty, May 6, 2024

[An Open Letter to the UCLA Community from UCLA Jewish Faculty and Staff](#)

The Bunche Center [Supports](#) Free Speech and Student Activism for Peace, Human Rights, and Social Justice, May 6, 2024

[Statement](#) from members of the Philosophy Department re: The university's response to peaceful protest

[Statement](#) on Recent Events at UCLA, Chicano Studies Research Center, May 5, 2024

[Statement](#) of members of the UCLA Department of Anthropology Faculty in response to the forcible removal of the Student Encampment, May 4, 2024

[Letter](#) to the UCLA Community in Response to the Encampment Attack on April 30, 2024 from a subset of the faculty within the Department of Epidemiology, Fielding School of Public Health

[Statement](#) of undersigned members of the UCLA Department of Design Media Arts Faculty in response to the forcible removal of the Student Encampment, May 4, 2024

[Statement](#) of the Undersigned Members of the UCLA Department of Architecture and Urban Design Faculty in Response to Recent Events on Our Campus, May 4, 2024

[Statement](#) On the Clearing of the UCLA Encampment on 2 May, 2024, UCLA Department of Political Science, May 4, 2024

UCLA Department of Sociology's [Response](#) to the Administration's Failures over Gaza Solidarity Encampment, May 4, 2024

[Statement](#) from the Chair of the UCLA Master of Social Science Programs , May 4, 2024

CityLab at UCLA [Statement](#) in Support of Student Protests

[Statement](#) of Members of the UCLA Disability Studies Program on the Right to Protest Peacefully without Fear of Violence, May 3, 2024



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[Statement](#) from undersigned Social Welfare faculty members in response to the forcible removal of the Student Encampment, May 3, 2024

[Statement](#) from Members of the UCLA TEP Faculty and Staff, May 3, 2024

[Statement](#) of Faculty of the UCLA Institute for Society and Genetics faculty in response to the attacks on the encampment and ensuing police violence, April 30 to May 2 2024, May 3, 2024

[Statement](#) of the Undersigned Theater, Film, and Television Faculty, May 3, 2024

World Arts and Cultures/Dance [Response](#) to Violent Removal of Student Encampment, May 3, 2024

Jewish Voice for Peace [statement](#) on the attack on the UCLA student encampment, May 3, 2024

[Statement](#) of the Department of Information Studies on the University's Handling of an Avoidable Tragedy, May 3, 2024

Chicana/o & Central American Studies Faculty [Statement](#) of Solidarity, May 3, 2024

[Statement](#) of the Undersigned Art History Faculty in Response to the Attacks of April 30th-May 2nd, May 3, 2024

Asian American Studies Department Solidarity [Statement](#), May 3, 2024

[Statement](#) of the UCLA Labor Center, May 3, 2024

[Message](#) from IRLE Director and Labor Studies Chair on the recent shocking, deeply unsettling events, May 2, 2024

[Statement](#) of Members of the Department of History in Response to Clearing the Encampment, May 2, 2024

[Statement](#) of undersigned members of the UCLA Department of English, Comparative Literature, and Writing Programs Faculty in response to the forcible removal of the Student Encampment, May 2, 2024

[Statement](#) of Members of the Department of Classics on the University's Failure to Protect Student Protestors, May 2, 2024



Latino Policy and Politics Institute [Statement](#), May 2, 2024

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California Federation of Teachers Leaders [Call](#) on UCLA Chancellor Gene Block to Resign  
Following Violence on Campus, May 1, 2024

[Statement](#) of Members of the UCLA Department of History Faculty in Response to the Attack on  
the Encampment on 30 April 2024, May 1, 2024

UCLA Gender Studies Department [Statement](#) on Mob and Police Violence Against Student and  
Faculty, May 2, 2024

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[“UCLA’s Unholy Alliance,”](#) Boston Review, May 18, 2024

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[“UCLA Professor Emerita Recounts Decades of Activism Against War and Injustice,”](#) Al Jazeera, May 16, 2024

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[“Outsiders left UCLA protesters beaten and bloody,”](#) CNN, May 16, 2024

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**Open Letters (please sign)**

[No Police Actions: Letter to UCLA Chancellor Gene Block from University of California Faculty and Staff](#)

[Support Students' Right to Nonviolently Protest at the University of California](#)

[Open Letter to UCLA Chancellor Block from Concerned UCLA Alumni](#)

[UC Alumni: No Donations Until Divestment](#)

[An Open Letter to the UCLA Community from UCLA Jewish Faculty and Staff](#)

[Open Letter to DGSOM Leadership Regarding Attacks on Student Protesters](#)

**[Cancelled or Postponed UCLA Events](#)**

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# EXHIBIT 16

## University of California Faculty and Staff Demand

1. Resignation of UCLA Chancellor Block

2. All Legal Charges Dropped and Full Amnesty

3. Full Disclosure of all UCLA Investments and Divestment from Military Weapons  
Companies

[Click here to sign](#)

May 6, 2024

Less than one week ago, on May 1, 2024, our group of faculty and staff released a [letter](#) to UCLA Chancellor Gene Block decrying the horrific violence perpetrated against our students on April 30, and calling on him to fully protect our students' safety and security, and to honor their first amendment rights to free speech. Our letter now has more than one thousand signatories.

Following the violent and aggressive police sweep of the Palestine Solidarity Encampment on May 2, 2024, resulting in more than 200 students, faculty, and staff arrested while peacefully protesting, it has become obvious that Chancellor Block has failed our university.

1. We hereby demand that Chancellor Block **resign immediately**, and ask the UCLA Academic Senate and UC-AFT to pursue a vote of **no confidence**. We further demand that the next Chancellor of UCLA commits to upholding the full free speech and assembly rights of students, faculty and staff.
2. We demand UCLA to recommend **all legal charges be dropped and grant full amnesty** to all students, staff, and faculty who were involved in the encampment and peaceful protest, as well as subsequent and ongoing arrests of UCLA affiliates. No UCLA persons should face any disciplinary actions or non-renewal of employment for participating in or supporting the protest encampment and subsequent protests.
3. We demand that UCLA issue a report within 30 days to **fully disclose** all investments so that students may understand how the university prioritizes their finances, and we call on UCLA to **divest** from all military weapons production companies and supporting systems, in dialogue with the demands of the student protestors.

Our immediate focus is on these three demands. In our May 1 letter signed by more than 990 faculty and staff, we outlined a longer list of demands that we expect UCLA to honor. In addition, we request that California Attorney General Rob Bonta open an **independent investigation** into the actions undertaken by UCLA leadership, the performance of UCPD and LAPD on Tuesday night, April 30, and CHP during the events of May 1-2. Further, the UC system should establish a fund to provide **financial and healthcare assistance** to affected students by replacing lost valuables, paying medical bills, and providing trauma-informed mental health care services.

We will not stand by as our students are assaulted and silenced. We are closely following the UAW C ① uate Student Academic Worker plans to vote on a strike. Following a vote for a strike, those of us who are senate faculty will **not perform any struck labor** in Spring 2024. Independently, we are



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06/03/24 11:15 AM


coordinating within our large group the possibility to **withhold our own labor** until these three demands are met. **We remain committed to protecting our students' safety and their right to protest, assemble, and speak freely.**

1. La dimisión del Chancellor Gene Block
2. La retirada de todos los cargos legales y una amnistía general
3. Total transparencia sobre las inversiones financieras de UCLA, y la retirada de inversiones de compañías de armamento militar.

6 de mayo del 2024

Hace menos de una semana, el 1 de mayo de 2024, nuestro grupo de profesores y empleados/as/es emitió una carta dirigida al Chancellor de UCLA, Gene Block, denunciando la horrible violencia perpetrada contra nuestros estudiantes el 30 de abril y pidiéndole que ofreciera total seguridad y protección a nuestros estudiantes, respetando así sus derechos de libertad de expresión, protegidos por la primera enmienda. Nuestra carta tiene ya más de mil firmantes.

Después de la violenta y agresiva carga policial contra el Campamento de Solidaridad con Palestina el 2 de mayo de 2024, que resultó en más de 200 estudiantes, profesores, y empleados/as/es detenidos mientras protestaban pacíficamente, es obvio que el Chancellor Block le ha fallado a nuestra universidad.


1. Por la presente, exigimos que Chancellor Block **dimita inmediatamente**, y pedimos que el Senado Académico de UCLA y la UC-AFT tramiten un **voto de no-confianza**. Además, exigimos que el próximo canciller universitario de UCLA se comprometa a defender los derechos de asamblea y de libertad de expresión de estudiantes, profesores, y empleados/as/es.
2. Exigimos que UCLA recomiende **la retirada de todos los cargos legales y otorgue inmunidad total** a todos los estudiantes, empleados/as/es, y profesores que estuvieron involucrados en el campamento y otras protestas pacíficas. Esta exigencia se extiende a toda persona afiliada con UCLA que se han visto involucradas en posteriores y continuos arrestos. Nadie de UCLA debería enfrentarse a medidas disciplinarias o la no-renovación de empleo por participar en o apoyar el campamento y protestas asociadas.
3. Exigimos que UCLA publique un informe en 30 días **divulgando todas sus inversiones** para que los estudiantes puedan entender como la universidad organiza sus finanzas, y pedimos que UCLA **retire todas sus inversiones** de compañías que producen armamento militar y sistemas de ar  gumento logístico, de acuerdo a las demandas de los estudiantes que están protestando.

Nuestro enfoque inmediato se concentra en estas tres exigencias. En nuestra carta del 1 de mayo

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Nuestro comité de dirección se concentra en estas tres exigencias. En nuestra carta del 1 de mayo, firmada por más de 990 profesores y empleados/as/es, trazamos una lista de exigencias más larga que esperamos que la Universidad cumpla. Además, pedimos que el Fiscal General de California, Rob Bonta, abra una **investigación independiente** de las acciones que fueron tomadas por los líderes de UCLA, la actuación del Departamento de Policía de la Universidad de California (UCPD) y del Departamento de Policía de Los Ángeles (LAPD) la noche del martes 30 de abril, así como del Departamento de la Highway Patrol de California (CHP) durante los acontecimientos del 1 y 2 de mayo. Además, la Universidad de California debería establecer un fondo para ofrecer **asistencia financiera y médica** a estudiantes afectados, que les permita reemplazar objetos de valor perdidos, pagar facturas médicas, y obtener servicios de salud mental especializados en trauma.

No nos vamos a quedar de brazos cruzados mientras nuestros estudiantes son asaltados y silenciados. Estamos siguiendo de cerca los planes del sindicato UAW –que representa a los trabajadores académicos que son estudiantes de postgrado— de someter a votación una propuesta de huelga. Si la votación fuera a favor de hacer huelga, aquellos de nosotros/as/es que somos profesores del senado académico **nos negaremos a hacer el trabajo de nuestros/as/es compañeros/as/es en huelga** durante la primavera del 2024. Independientemente, estamos coordinando con nuestro grupo la posibilidad de **negarnos a trabajar** hasta que nuestras tres exigencias se cumplan. **Seguimos comprometidos con la seguridad de nuestros estudiantes y sus derechos de asamblea, a la protesta, y a expresarse libremente.**

 Signatories

[Click here to sign](#)



[More information and collective statements](#)



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906 total signatories as of 10:53pm, May 11, 2024

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Leisy Abrego, Professor, Chicana/o and Central American Studies, UCLA  
Salma Abumeeiz, Staff, UCLA Library, UCLA  
Jessica Aceves, Staff, School of Education & Information Studies, UCLA  
Can Aciksoz, Associate Professor, Anthropology, UCLA  
alea adigweme, Staff, Center for Accessible Education, UCLA  
Kevan Antonio Aguilar, Assistant Professor, History, UC Irvine  
Maria Aguilera Nunez, Clinical faculty, Psychiatry, UCLA  
Taner Akçam, Professor, Armenian Genocide Research Program, UCLA  
Catherine Akers, Staff, Library, UCLA  
Nameera Akhtar, Professor, Psychology, UC Santa Cruz  
Haris Mahmood Akram, Alumni, B.A. Sociology, UCLA  
Amal Alachkar, Professor, Pharmaceutical Sciences, UC Irvine  
Beck Alber, Lecturer, Teacher Education, UCLA  
Paola Alejandra Murga, Student, UC San Diego  
Phoenix Alexander, Staff, SCUA, UC Riverside  
Mohsin Ali, Staff, UCLA Library, UCLA, UC San Diego  
Ibraheem Ali, Staff, UCLA Health IT, UCLA  
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Emily Brown, Staff, Alum, California NanoSystems Institute, UCLA  
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Talar Chahinian, Lecturer, History, UC Irvine  
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Jennifer Chanh, Associate Professor, theater, UCLA  
Kim Chatham, Staff, School of Law, UCLA  
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Ishani Chokshi, Staff, Williams Institute - UCLA Law, UCLA  
Zirwat Chowdhury, Assistant Professor, Art history, UCLA  
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Gracelynn Whyte Coad, Lecturer, WAC/D, UCLA  
Meredith Cohen, Associate Professor, Art History, UCLA  
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Sara E. Cole, Lecturer, Classics, UCLA  
Kevin Connor, Staff, SIOC, UCLA  
Kathlyn (Kara) Cooney, Professor, Near Eastern Languages and Cultures, UCLA  
Ani Cooney, Alumnus (English Department), English Department, UCLA  
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Dana Cuff, Professor, Architecture and Urban Design, UCLA  
Hannah Čulík-Baird, Associate Professor, Classics, UCLA  
Elizabeth Cunningham, Lecturer, Writing, UC Merced  
Meg Cychosz, Assistant Professor, Linguistics, UCLA  
FRED D'AGUIAR, Professor, ENGLISH, UCLA  
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Doug Daniels, Librarian, UCLA Library, UCLA



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Caleb E. Dawson, Postdoctoral Fellow, Sociology, UC Merced  
Vian De La Torre, Staff, Kaplan North Administrative Group, UCLA  
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Tim Dennis, Staff, Library Data Science Center, UCLA  
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Philippe F. ...

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06/03/24 11:15 AM  
Elizabeth Espinoza Arceo, Staff, Labor Studies, UCLA

María L Espio, Staff, EDIS, UCLA

Yen Le Espiritu, Professor, Ethnic Studies, UC San Diego

Yahya Fahimuddin, Alumni, UCLA

Stacy Fahrenthold, Associate Professor, History, UC Davis

Christopher Fan, Associate Professor, English, UC Irvine

Yijie Fang, PhD student, sociology, UC Santa Barbara

Thea Faridani, Teaching Fellow, Physics and Astronomy, UCLA

Abigail Farison, Graduate Student, Political Science, UCLA

Lisa Felipe, Staff, Humanities, UCLA

Nicholas Ferraro, Teaching Fellow, Physics and Astronomy, UCLA

Cayetano Ferrer, Lecturer, Art, UCLA

María Regina Firmino-Castillo, PhD, Assistant Professor, Dance, UC Riverside

Matthew Fisher, Associate Professor, English, UCLA

Rebecca Foote, Assistant Professor, English, UCLA

Alessandro Fornazzari, Associate Professor, Hispanic Studies, UC Riverside

Susan L. Foster, Distinguished Research Professor, World Arts and Cultures/Dance, UCLA

Emily Fox, Graduate student and ASE, sociology, UC Santa Barbara

Dana Frank, Professor, Professor Emerita, History, UC Santa Cruz

Andrea Fraser, Professor, Art, UCLA

Rizwati Freeman, Staff, English, UCLA

Rebecca French, Lecturer, Education, UCLA

Dan Froot, Professor, World Arts and Cultures/Dance, UCLA

Jonathan Furner, Professor, Information Studies, UCLA

Nicholas Gaby, Staff, Art, UCLA

Deborah Gallego, Graduate Student, ED&IS, UCLA

Diane Jung Gallo, Staff, CAPS, UCLA

Simran Gambhir, Clinical Instructor, Medical School, UCLA

Evyn Le Espiritu Gandhi, Associate Professor, UCLA

Kathryn Garcia, Graduate Student, Latin American Studies, UC San Diego

Amanda García, Student, Social science, UCLA

Inmaculada M. García-Sánchez, Professor, Education, UCLA

Nanibaa' Garrison, Associate Professor, Institute for Society and Genetics, UCLA

Alicia Gaspar de Alba, Professor, Cesar Chaves Department of Chicana/o and Central American Studies, UCLA

Katie Gaydos, Staff, Counseling and Psychological Services, UCLA

Jessica Geiser, Staff, Library, UC Riverside

Ja<sup>①</sup>s L Gelvin, Professor, History, UCLA

Sylvia Goyola, Demonstration Teacher, Ed&IS, UCLA

PERB Received  
06/03/24 11:15 AM  
SYLVIA GENTILE, Demonstration Teacher, ED&IS, UCLA

Evan George, Staff, UCLA Law, UCLA

Alexandra Geurts, Graduate Student Instructor + UCLA Alumni, Writing/English, UC Irvine, UCLA

Yazmin G Gil de Leon, Staff, UCLA IRIE Labor center, UCLA

Mia Giordano, Teaching Assistant, UCLA

Dr. Adriana Giuliani, Staff, Infectious Disease, UC San Diego

Juliana Góes, Postdoc, Black Studies Project, UC San Diego

Kian Goh, Associate Professor, Urban Planning, UCLA

Andrea S. Goldman, Associate Professor, History, UCLA

Lane Goldszer, Staff, Library, UCLA

Lizbeth Gomez, Staff, Community Programs Office, UCLA

Carlos Gomez, Lecturer, Writing Programs, UCLA

Laura Gomez, Professor, Law, UCLA

Gabriela Gonzalez, Staff, UCLA

Ana Luz Gonzalez-Vasquez, Staff, UCLA Labor Center, UCLA

Vernadette Gonzalez, Professor, Ethnic Studies, UC Berkeley

Amber Gonzalez, Staff, Education - CenterX, UCLA

Dr. Sonia Gonzalez, Alumna, UCLA

Alejandra Gonzalez Quiroz, Staff, CMRS Center for Early Global Studies, UCLA

Avery Gordon, Professor Emerita, Sociology, UC Santa Barbara

Yogita Goyal, Professor, English and African American Studies, UCLA

Erin Gray, Assistant Professor, American Studies, UC Davis

Shelleen Greene, Associate Professor, FTVD, UCLA

Maha Grissom, Staff, Nursing, UCLA

Kristy Guevara-Flanagan, Professor, FTVD, UCLA

Lorena Guillén, Assistant Professor, Education, UCLA

Mitchel Gundrum, Staff, Library, UCLA

Akhil Gupta, Professor, Anthropology, UCLA

Atreyee Gupta, Assistant Professor, History of Art, UC Berkeley

Miguel Gutierrez, Associate Professor, World Arts and Cultures/Dance, UCLA

Jesus Gutierrez, Associate Professor, Family medicine, UCLA

Michael Gutperle, Professor, Physics and Astronomy, UCLA

Alysa Guzman, Staff, Latino Policy & Politics Institute, UCLA

Sondra Dungan Hale, Professor, Professor Emerita, Anthropology and Gender Studies, UCLA

Sherine Hamdy, Professor, Anthropology, UC Irvine

Anum Hamiduzzaman, Clinical Instructor, Department of Medicine, UCLA

T. Hamouzas, Graduate Student, DMA, UCLA

Zsófia Hamstead, Assistant Professor, City & Regional Planning, UC Berkeley



PERB Received  
06/03/24 11:15 AM  
ZUC HANISUDA, ASSISTANT PROFESSOR, City & Regional Planning, UC Berkeley  
Abeer Hamza, Lecturer, NELC, UCLA

Ju Hui Judy Han, Assistant Professor, Gender Studies, UCLA

Joseph Hankins, Associate Professor, Anthropology, UC San Diego

Christopher Paul Harris, Assistant Professor, Global and International Studies, UC Irvine

Thomas Harrison, Professor, Vice Chair of Undergraduate Studies, European Languages & Transcultural Studies, UCLA

Laurie Kain Hart, Professor, Anthropology and Global Studies, UCLA

Laura Hartenberger, Lecturer, Writing Programs, UCLA

Ella Haselswerdt, Assistant Professor, Classics, UCLA

Jan David Hauck, Lecturer, Anthropology, UCLA

Allison Adelle Hedge Coke, Professor, Creative Writing, UC Riverside

Annemarie Heineman, Alumni - Law School, Law, UC Berkeley

Ursula K. Heise, Professor, English and Institute of the Environment & Sustainability, UCLA

Madicyn Herbst, Staff, Hammer Museum, UCLA

Barbara Herman, Professor, Philosophy, UCLA

Adriana Hernandez, Staff, CPO/ SIOC, UCLA

Nayeli Hernandez, Community member, N/A

Daniela Hernandez, Alumni, Dept of Physiology, UC Irvine, UCLA

Ruben Hernandez-Leon, Professor, Sociology, UCLA

Catherine Hernandez-Shibata, Staff, School of Theater, Film and Television, UCLA

Jessika Herrera, Staff, Fielding School of Public Health, UCLA

Chris Herring, Assistant Professor, Sociology, UCLA

Patrick Heuveline, Professor, Sociology, UCLA

Edmond R. Hewlett, Professor, Dentistry, UCLA

Tobias Higbie, Professor, History and Labor Studies, UCLA

Cecelia Higgins, Graduate student instructor, Mathematics, UCLA

Jasmine Hill, Assistant Professor, Public Policy, UCLA

James D. Hillmer, Lecturer, ALC, UCLA

Katsuya Hirano, Associate Professor, History, UCLA

Lily Hoang, Professor, Literature, UC San Diego

Andrea Hoff, Staff, Library, UCLA

Ginger Holguin, Staff, Lecturer, World Arts and Cultures/Dance, UCLA

Maxwell Holland, Staff, American Indian Studies, UCLA

Grace Kyungwon Hong, Professor, Asian American Studies, UCLA

Louise Hornby, Associate Professor, English, UCLA

Claudia Horning, Staff, UCLA Library, UCLA

F. ① ka Horvat, Lecturer, Art History, UCLA

Haley Hrcic, Staff, IBP, UCLA

Christopher Hsieh, Staff, UCLA Law, UCLA  
Hsuan hsu, Professor, English, UC Davis  
Peter James Hudson, Associate Professor, African American Studies and History, UCLA  
Anneeth Kaur Hundle, Associate Professor, Anthropology, UC Irvine  
Mohammed U Hussain, Parent, N/A, UCLA  
Loanie Huynh, PhD, Staff, CAPS, UCLA  
Yeon Jae Hwang, Staff, Ph.D. Student, Department of Social Welfare, UCLA  
Nina Hyams, Professor Emerita, Linguistics, UCLA  
Emilio Infante Casiano, Graduate Student, Chicana/o and Central American Studies, UCLA  
Domenico Ingenito, Associate Professor, Near Eastern Languages and Cultures, UCLA  
Lilly Irani, Associate Professor, Communication, UC San Diego  
Alicia Izquierdo, Professor, Psychology, UCLA  
Courtney "Jet" Jacobs, Staff, Library, UCLA  
Chris Jadallah, Assistant Professor, Education, UCLA  
Beenash Jafri, Assistant Professor, Gender, sexuality and women's studies, UC Davis  
Andrew Jandres, Staff, Registrar's Office, UCLA  
Ozan Jaquette, Associate Professor, Education, UCLA  
Jose Jarquin, Teaching Assistant, Hispanic Studies, UC Riverside  
Marcelo Jatoba, Staff, Latin American Institute, UCLA  
Uma Jayakumar, Associate Professor, School of Education, UC Riverside  
Robyn Jensen, Assistant Teaching Professor, Slavic Department, UC Berkeley  
Mark Jerng, Professor, English, UC Davis  
Gaye Theresa Johnson, Associate Professor, Chicana/o and Central American Studies, UCLA  
Douglas Johnson, Staff, Library Special Collections, UCLA  
Rindon Johnson, Lecturer, Art, New Genres, UCLA  
Sara E. Johnson, Professor, Literature, UC San Diego  
Jenny Olivia Johnson, Associate Professor, Musicology, UCLA  
Nour Joudah, Assistant Professor, Asian American Studies, UCLA  
Miloš Jovanović, Assistant Professor, History, UCLA  
Vishal Jugdeo, Assistant Professor, Art, UCLA  
Logan Juliano, Lecturer, Writing Programs, UCLA  
AJ Julius, Associate Professor, philosophy, UCLA  
Jennifer Jung-Kim, Lecturer, Asian Languages and Cultures, UCLA  
Khalid Kadir, Lecturer, ISSP/CEE, UC Berkeley  
Stanya Kahn, Lecturer, Art, UCLA  
Hannah Kahng, Lecturer, Art History, UCLA  
T ①thy Kaiser, Staff, Library, UCLA  
Ippolytos Kalofonos, Assistant Professor, Psychiatry, UCLA

Shuchang Kang, Staff, Caps, UCLA

Laura Kang, Professor, Gender & Sexuality Studies, UC Irvine

Isabel Donghi Kang, community activist

Katherine Kapsidelis, Staff, Powell Library, UCLA

Sarah Tindal Kareem, Associate Professor, English, UCLA

Nathaniel Kauffman, Lecturer, IURD, UC Berkeley

Alice Kaufman, Staff, Hammer Museum, UCLA

Kelly Kay, Associate Professor, Geography, UCLA

Anusha Kedhar, Associate Professor, Dance, UC Riverside

Eileen Keegan, Staff, UCLA Library, UCLA

Robin D. G. Kelley, Professor, History, UCLA

John Kennedy Jr, Staff, Case Management Services, UCLA

Grant Kester, Professor, Visual Arts, UC San Diego, UC San Francisco

Sonia Fareeda Khan, MD, Alumni, Medicine/Pediatrics, UCLA

Nathalie Khankan, Lecturer, Middle Eastern Languages and Cultures, UC Berkeley

Rana Khankan, Academic admin, Life Sciences Core, UCLA

Micah Khater, Assistant Professor, African American Studies, UC Berkeley

Roshanak Kheshti, Associate Professor, Theater, Dance, and Performance Studies, UC Berkeley

Anna Khimasia, Lecturer, Art History, UCLA

Nour Khouzam, Clinical instructor, Medicine, UCLA

Amanda Kibiloski, Staff, School of Theater, Film and Television, UCLA

Alejandra Killekar, Staff, UCLA Extension Human Resources, UCLA

Hea-Mi Kim, alumni, fine arts, UCLA

Kevin Kim, Assistant Professor, History, UCLA

Christine Kim, Staff, Hammer Museum, UCLA

Hyung-Wook Kim, Staff, Center for Korean Studies (CKS), UCLA

John Namjun Kim, Associate Professor, Comparative Literature and Languages, UC Riverside

Summer Kim Lee, Assistant Professor, English, UCLA

Leigh Kimberg, MD, Professor, Department of Medicine, UC San Francisco

Andie Kimura, Staff, Hammer Museum, UCLA

Katherine Callen King, Professor, Comparative Literature and Classics, UCLA

Ian Kinzler, Staff, UCLA Library, UCLA

Bryant Kirkland, Associate Professor, Classics, UCLA

Inès Kivimaki, UCR student, UC Riverside

Raymond Knapp, Professor, Musicology, UCLA

Julie Ko, Lecturer, Life Sciences Core Education, UCLA

Art Kochaphum, Lecturer, Asian American Studies Center, UCLA

Choon Hwee Koh, Assistant Professor, History, UCLA



Jasleen Kohli, Academic Administrator, Law School, UCLA  
Rita Kohli, Associate Professor, School of Education, UC Riverside  
zeynep korkman, Associate Professor, gender studies, UCLA  
Liz Koslov, Assistant Professor, Urban Planning and Institute of the Environment and Sustainability, UCLA  
Emiko Kranz, Staff, Asian American Studies Center, UCLA  
Anthea Kraut, Professor, Dance, UC Riverside  
Randall Kuhn, Professor, Community Health Sciences, UCLA  
Annapurna Kumar, Lecturer, Art & Architecture, UCLA  
André Keiji, Assistant Professor, Film and Media Studies, UC Irvine  
Dr. Asako Kurosaka-Jost, Alumna, ELP Program, UCLA  
Leona Kwon, Lecturer, Education, UCLA  
Jade Lacy, Staff, English, UCLA  
Jennifer Lainez, Staff, School of Education and Information Studies, UCLA  
Vinay Lal, History, UCLA  
Laila Lalami, Professor, Creative Writing, UC Riverside  
Samuel Lamontagne, Staff, History, UCLA  
Yader Lanuza, Assistant Professor, Sociology, UC Santa Barbara  
Susan Lares-Nakaoka, Academic Administrator, Social Welfare, UCLA  
Wesley Larios, Lecturer, Art, UCLA, UC Riverside  
Kate Laskowski, Assistant Professor, Evolution & Ecology, UC Davis  
Anna Lau, Professor, Psychology, UCLA  
Claire Lavagnino, Lecturer, ELTS, UCLA  
T.K. Le, Staff, Asian American Studies Center, UCLA  
Aleca Le Blanc, Assistant Professor, Art history, UC Riverside  
Jorge N. Leal, Assistant Professor, History, UC Riverside  
Keenan Leary, Alumni, Social Welfare, UCLA  
Gregory H. Leazer, Associate Professor, Information Studies, UCLA  
Darlene Lee, Lecturer, Education, UCLA  
Rachel Lee, Professor, English, UCLA  
Namhee Lee, Professor, Asian Languages and Cultures, UCLA  
Christine Lee, Staff, Asian American Studies Center, UCLA  
Ching Kwan Lee, Professor, Sociology, UCLA  
James Kyung-Jin Lee, Professor, Asian American Studies, UC Irvine  
Andrew Lee, Teaching Assistant, Research Assistant, Sociology, UC Santa Barbara  
Simon Lee, Staff, UCLA Library, UCLA  
K ① in Lee, Staff, Office of Innovation and Commercialization, UC San Diego  
Geoffrey Lee, Associate Professor, Philosophy, UC Berkeley

Julia Lee, Professor, Asian American Studies, UC Irvine

Amy Lee, Staff, UCLA

Bellette Lee, Lecturer, Political Science, UCLA

Lauren Lee McCarthy, Professor, Design Media Arts, UCLA

Fernando Leiva, Professor, Latin American and Latino Studies, UC Santa Cruz

Marisa Lemorande, Staff, UCLA Luskin School of Public Affairs, UCLA

Anneka Lenssen, Associate Professor, History of Art, UC Berkeley

Colby Lenz, Staff, Center for the Study of Women, UCLA

Faithy Leong, Staff, UCLA Alumni '02, UCLA Asian American Studies Center, UCLA

Audrey Leshay, Staff, Art, UCLA

Simon Leung, Professor, Art, UC Irvine

Briley L. Lewis, Teaching Fellow, Physics and Astronomy, UCLA

Michelle Li, Staff, UCLA Library, UCLA

Jianan Li, Staff, Ph.D. Student, Social Welfare, UCLA Library, UCLA

Jiajun Liang, Assistant Professor, Global Arts, Media and Writing Studies, UC Merced

Axa Mei Liauw, Staff, UCLA Library, UCLA

Pei-te Lien, Professor, Political Science, UC Santa Barbara

Phylice Lim, Staff, Student Affairs, UCLA

Candice Lin, Associate Professor, Art, UCLA

Alison Lipman, Lecturer, EEB, UCLA

Matt Lipps, Lecturer, Art, UCLA

Tatiana Londoño, Assistant Professor, Social Welfare, UCLA

Stacy Pike Long, Staff, CDPH, UC San Francisco

Katherine Long, Staff, SSIEO, UCLA

Christopher Looby, Professor, English, UCLA

Jessica Lopez Espino, Assistant Professor, Sociology, UC Santa Barbara

Sofia Lopez Franco, Staff, Center for Immigration Law and Policy, UCLA

Kristy Lovich, Manager of Community Programs and Research, UCLA Luskin Institute on Inequality and Democracy, UC Irvine, UCLA, MFA, UCI 2019

Nicholas Robert Lowe, Lecturer, Art, UCLA

José Loya, Assistant Professor, Urban Planning, UCLA

Olivia Lozano, Lecturer, School of Education, UCLA

Maya Lu, Staff, Asian American Studies Center, UCLA

Caroline Luce, Staff, Institute for Research on Labor and Employment, Labor Studies, UCLA

Adonia Lugo, Staff, Lecturer, Institute of Transportation Studies, Urban Planning, UCLA

Caleb Luna, Assistant Professor, Feminist Studies, UC Santa Barbara

Ny Lupu, Lecturer, Art, UCLA

Ghislaine Lydon, Associate Professor, History, UCLA

Caeli Lynch, UCLA College, UCLA

Jessica W. Lynch, Professor, Institute for Society and Genetics, UCLA

Sara Lyons, Lecturer, Theater, UCLA

Kelly Lytle Hernandez, Professor, History, UCLA

Misciel Macaraig, Staff, Pediatrics, UCLA

laurie macdonald, Staff, design media arts, UCLA

Reynaldo F. Macias, Research Professor Emeritus of Chicana/o Studies, Education & SocioLx, Cesar Chavez Dept. of Chicana/o Studies, UCLA

Amy MacKay, Lecturer, Art, UC Irvine, UC Riverside

Ashna Madni, Staff, Philosophy, UCLA

Ann Major, Staff, CAO, History, UCLA

Saree Makdisi, Professor, English, UCLA

Sam Malabre, Staff, Lecturer, Design Media Arts and The UCLA Game Lab, UCLA

Sonali Malik, Staff, Institute for Society and Genetics, UCLA

Adriana Manago, Associate Professor, Psychology, UC Santa Cruz

Jorge-David Mancillas, PhD Candidate, Sociology, UCLA

Purnima Mankekar, Professor, Anthropology and Asian American Studies, UCLA

Denise Mann, Professor, Film, Television, Digital Media, UCLA

Michael Mann, Professor, Sociology, UCLA

Elizabeth Marchant, Associate Professor, Gender Studies and Comparative Literature, UCLA

Ananda Marin, Associate Professor, Education and American Indian Studies, UCLA

Paolo Marinaro, Lecturer, Labor Studies, UCLA

Katherine Marino, Associate Professor, History, UCLA

Anna Markowitz, Assistant Professor, Education, UCLA

Victoria Marks, Professor, World Arts and Cultures/Dance; Disability Studies IDp, UCLA

William Marotti, Associate Professor, History, UCLA

Lynne Marsh, Associate Professor, Art, UC Riverside

Francesca Martelli, Professor, Classics, UCLA

Lola Martin, Staff, UCLA CAPS, UCLA

Eric Martin, Lecturer, Religion, UCLA

Mary Martin, Associate Professor, Family Community Medicine, UC San Francisco

Leslie Martinez, Staff, UCLA

Patrícia Martins Marcos, Postdoc, History and Bunche Center for African American Studies, UCLA

Natalie Masuoka, Associate Professor, Political Science and Asian American Studies, UCLA

Cindy Mata, Staff, Academic not lecturer, History, UC Irvine

Saloni Mathur, Professor, Art History, UCLA

Feh Matinrad, MD, Assistant Professor, Medicine, UC San Francisco

Valerie Matsumoto, Professor, History and Asian American Studies, UCLA



06/08/24 11:15 AM Wendy Mattoni, Professor, History, UC San Diego

Devin Mattlin, Staff, UCLA Library, UCLA

Carlos E. Diaz Mayora, Staff, UCLA Library, UCLA

Kyle T. Mays, Ph.D., Associate Professor, African American Studies, UCLA

Alexander Mazzaferro, Assistant Professor, English, UCLA

Jared McBride, Assistant Professor, History, UCLA

Allison McCann, Staff, CMRS Center for Early Global Studies, UCLA

Teresa L. McCarty, Distinguished Professor and GF Kneller Chair in Education and Anthropology, American Indian Studies, UCLA

Muriel C. McClendon, Associate Professor, History, UCLA

Kate McDonald, Associate Professor, History, UC Santa Barbara

Kathleen McHugh, Professor, English and FTVDM, UCLA

Peggy McInerney, Staff, UCLA International Institute, UCLA

Mia McIver, Lecturer, Writing Programs, UCLA

Adela McKay, TA, Spanish and Portuguese, UCLA

Uri McMillan, Associate Professor, English, UCLA

Lauren McNeil, Student staff, UCLA libraries (AMP), UCLA

Sarah McTague, Lecturer, Urban Studies and Planning, UC San Diego

Chandler McWilliams, Assistant Professor, Design Media Arts, UCLA

Shahida Mehjabeen, Parent, Parent

Xhercis Mendez, Associate Professor, Women and Gender Studies and Queer Studies, CSU Fullerton

Andrea Mendoza, Assistant Professor, Literature, UC San Diego

Leslie Meyer, Lecturer, Synthesis Program at Seventh College, UC San Diego

Benjamin Meza, Assistant Professor, Medicine, UCLA

Gabriela Meza, Staff, 4030 Alumni Affairs, UCLA

Susette Min, Associate Professor, Asian American Studies, UC Davis

Matthew Villar Miranda, Staff, Berkeley Art Museum and Pacific Film Archive, UC Berkeley

Kimberly Miranda, Graduate Student, UCLA

Rashmita Mistry, Professor, Education, UCLA

Laura J. Mitchell, Associate Professor, History, UC Irvine

Nick Mitchell, Associate Professor, Critical Race & Ethnic Studies and Feminist Studies, UC Santa Cruz

Nancy Marie Mithlo, Professor, Gender and American Indian Studies, UCLA

Mohsen Mohammadi, Academic Administrator/Staff, Ethnomusicology/Center for India and South Asia, UCLA

Sia Mohyuddin, Graduate Student, UC Santa Barbara

Olivia Mole, Lecturer, Art, UCLA, UC Riverside

Esha Momen, Lecturer, Gender Studies, UCLA

Kai Monet, Staff, Hammer Museum, UCLA

Robert Montoya, Associate Professor, Information Studies, UCLA

Claire Moore-Cantwell, Assistant Professor, Linguistics, UCLA

María Fernanda Mora Triay, Ph.D. Student, Spanish and Portuguese, UCLA

S. Priya Morley, Director, International Human Rights Clinic & Racial Justice Policy Counsel,

Promise Institute for Human Rights, UCLA School of Law, UCLA

Heather Morphew, Staff, Law, UCLA

Romi Morrison, Assistant Professor, Design Media Arts, UCLA

Susan Morrissey, Professor, History, UC Irvine

Patricia Morton, Associate Professor, Media and Cultural Studies, UC Riverside

Chris Mott, Lecturer, English, UCLA

Salma Mousa, Assistant Professor, Political Science, UCLA

Keisha Mrotek, Staff, Art, UC Santa Barbara

Emily Muller, Resident, Internal Medicine, UC San Francisco

Julissa Muñoz, Assistant Professor, Psychology, UC Santa Cruz

Laure Murat, Distinguished Professor, ELTS, UCLA

Oliver Murray, Staff, Library, UC Berkeley

Sam Museus, Professor, Ethnic Studies, UC San Diego

Doug Myers, Staff, Philosophy, UCLA

Kit Myers, Assistant Professor, History & Critical Race and Ethnic Studies, UC Merced

Anne Napatalung, Staff, History, UCLA

Tiara R. Naputi, Associate Professor, Global & International Studies, UC Irvine

Victor Narro, Core Faculty, UCLA Labor Studies and School of Law, UCLA

Minayo Nasiali, Associate Professor, History, UCLA

Natalie Pulvino, Student, Community Health Sciences, UCLA

Arlen Nava, Demonstration Teacher, Lab School, UCLA

Jan Nederveen Pieterse, Professor, Global studies, Ucsb

Anahid Nersessian, Professor, English, UCLA

Rhonda L Neugebauer, Librarian emeritus, Latin American, Latino, Ethnic and Middle East Studies, Libraries, UC Riverside

Rahul Neuman, Lecturer, Music, UCLA

Cindy Nguyen, Assistant Professor, Information Studies, UCLA

Kelly Nguyen, Assistant Professor, Classics, UCLA

Trung Nguyen, UC President's Postdoctoral Fellow, Critical Race and Ethnic Studies, UC Merced

HOAI-AN NGUYEN, ASE, SOCIOLOGY, UC Santa Barbara

A in Le Trung Tin Nguyen, Staff, English, UCLA

Thu-huong Nguyen-vo, Professor, Asian Languages and Cultures, and Asian American Studies,

Sal Nicolazzo, Associate Professor, English, UC Davis

Jeanne Nishimoto, Executive Director, Veterans Legal Clinic, UCLA School of Law, UCLA

Michael Nishimura, PhD Student, Sociology, UC Santa Barbara

Safiya U. Noble, Professor, Gender Studies, African American Studies, Information Studies, UCLA

Mónica Noriega, Assistant Professor, Psychiatry and Behavioral Sciences, UC San Francisco

Matthew Nye, Lecturer, Writing, UC Merced

Elizabeth O'Brien, Assistant Professor, History, UCLA

Thomas O'Connor, Associate Professor, Theater, UCLA

Hitomi Oba, Lecturer, Music and Global Jazz Studies, UCLA

Adedamola Ogunniyi, Assistant Professor, School of Medicine, UCLA

Jessica Olivares, Staff, Institute for Research on Labor and Employment, Labor Center, UCLA

Sjoerd Oostrik, Lecturer, UEI, UCLA

Elsa Ordway, Assistant Professor, Ecology and Evolutionary Biology, UCLA

Nico Orlandi, Professor, Philosophy, UC Santa Cruz

Brittani R. Orona, UC President's and Andrew W. Mellon Postdoctoral Fellow, History, UC Santa Cruz

Jane Orr, Staff, Art, UCLA

Vilma Ortiz, Professor, Sociology, UCLA

Sherry B. Ortner, Distinguished Research Professor, Anthropology, UCLA

Katie Osborn, Staff, Civil and Environmental Engineering, UCLA

Sylvan Oswald, Associate Professor, Theater, UCLA

Seyma Ozdemir, Sociology, UC Santa Barbara

Raquel Pacheco, Assistant Professor, Anthropology, UC Santa Barbara

Sylvia Page, Staff, UCLA Library, UCLA

Oona Paredes, Associate Professor, ALC, UCLA

Veronica Paredes, Assistant Professor, Film, Television and Digital Media, UCLA

Hyun Suk Park, Assistant Professor, Asian Languages and Cultures, UCLA

Kyong Park, Professor, Visual Arts, UC San Diego

Harrison Parker, Postdoc, CEILS, UCLA

Jane Parkes, Demonstration Teacher, UCLA Lab School, UCLA

Eugene Parrish, Student UC, GPS, UC San Diego

Kyle Parry, Associate Professor, History of Art and Visual Culture, UC Santa Cruz

Alka Patel, Professor, Art History & Visual Studies, UC Irvine

Sunita Patel, Assistant Professor, Professor, Law, UCLA

Cristina Paul, Lecturer, School of Education, UCLA

M<sup>o</sup>lynn Paulow, Graduate Student, Spanish and Portuguese, UCLA

dan paz, Grad Student worker, Cultural Studies, UC Davis



PERB Received  
06/03/24 11:15 AM  
Jess Peake, Assistant Director, the Promise Institute for Human Rights, UCLA School of Law,  
UCLA

Constance Penley, Professor, Film and Media Studies, UC Santa Barbara

Gabriel Penteado, Staff, Law, UCLA

Oscar Perea-Rodriguez, Lecturer, Spanish & Portuguese, UC Berkeley

Yesenia Perez, Staff, UCLA Library, Film & Television Archive, UCLA

Iliana Perez, Lecturer, Labor Studies, UCLA

Roy Perez, Assistant Professor, Ethnic Studies, UC San Diego

Fernando Pérez-Montesinos, Assistant Professor, History, UCLA

Rafael Pérez-Torres, Professor, English and Gender Studies, UCLA

Christopher Perreira, Associate Professor, Ethnic Studies, UC San Diego

Giuliana Perrone, Associate Professor, History, UC Santa Barbara

Keston Perry, Assistant Professor, African American Studies, UCLA

Margaret Peters, Professor, Political Science, UCLA

Pamela J Peters, Staff, UCLA American Indian Studies Center, UCLA

Kristin Peterson, Associate Professor, Anthropology, UC Irvine

Ashley Peterson, Staff, Library, UCLA

Leigh Phan, Staff, Library, UCLA

Isabela Piedrahita, Staff, LOSH- Labor Occupational Health and Safety Program, UCLA

Jemima Pierre, Professor, African American Studies and Anthropology, UCLA

Stuart Pike, Lecturer, Political Science, UCLA

stephanie pincetl, Professor, institute of the environment and sustainability, UCLA

Bryan Pitts, Staff, Latin American Institute, UCLA

Tara Pixley, Assistant Professor, Alum, UCSD, Communication, UC San Diego, Temple University

Alondra Pizano, N/a, Cal State Fullerton

Sofia Pizano, Community member, N/A, UCLA

Kailani Polzak, Assistant Professor, History of Art and Visual Culture, UC Santa Cruz

Veronica Ponce de Leon, Staff, IRLE, UCLA

Ethan Poole, Assistant Professor, Linguistics, UCLA

Djordje Popovic, Assistant Professor, Slavic Languages and Literatures, UC Berkeley

Eric Porter, Professor, History, UC Santa Cruz

Dylan Portillo, Staff, UCLA Labor Occupational Safety & Health Program, UCLA

Miriam Posner, Assistant Professor, Information Studies, UCLA

William Lee Potter, Staff, Digital Library Program, UCLA

Shaina Potts, Assistant Professor, Geography, UCLA

Austin Powell, Lecturer, Classics, UC Davis

Arunli Prabhu, Professor, Comparative Literature, UCLA

Catherine Provenzano, Assistant Professor, Musicology, UCLA

Alex Purves, Professor, Classics, UCLA

Fatima Quraishi, Assistant Professor, Art History, UC Riverside

Loubna Qutami, Assistant Professor, Asian American Studies, UCLA

Hani Rafi, Lecturer, Education & Information Studies, UCLA

Pardis Rahimi, Staff, Meta Data Center, UCLA

Tage Rai, Assistant Professor, Rady School of Management, UC San Diego

Federica Raia, Associate Professor, Education, UCLA

Megha Ram, Lecturer, School of Law, UCLA

Isamara Ramirez, Staff, UCLA

Monika Ramnath, Staff, Fowler Museum, UCLA

Monica Ramsy, Alum, UC Berkeley School of Law; Current PhD student, UCLA Sociology, UCLA

Sociology, UC Berkeley, UCLA

Roya Rastegar, Lecturer, FTV, UCLA

Noopur Raval, Assistant Professor, Information Studies, UCLA

Kriss Ravetto-Biagioli, Professor, Film, Television, and Digital Media, UCLA

Will Rawls, Associate Professor, World Arts & Cultures/Dance, UCLA

Geoffrey Raymond, Professor, Sociology, UC Santa Barbara

Elena Raymond, Associate Professor, Sociology, UC Santa Barbara

Sherene H. Razack, Professor, Gender Studies, UCLA

Casey Reas, Professor, Design Media Arts, UCLA

Maria Rebolleda-Gomez, Assistant Professor, Ecology and Evolutionary Biology, UC Irvine

Ellen Reese, Professor, Society, Environment and Health Equity, UC Riverside

Rachel Regalado, Staff, Museum Education, UCLA

Terry Regier, Professor, Linguistics, UC Berkeley

Trisha Remetir, Assistant Professor, Comparative Literature, UC Riverside

Michelle Rensel, Assistant Professor, ISG, UCLA

Isabella Restrepo, Postdoc, Ethnic studies, UC San Diego

Jessica Rett, Professor, Linguistics, UCLA

Victoria Reyes, Associate Professor, Department of Gender & Sexuality Studies, UC Riverside

Joanna Reynolds, Staff, Undergraduate Education Initiatives, UCLA

Beth Ribet, Lecturer, Gender Studies, Disability Studies, Clusters, UCLA

Maguire Riley, Student Staff (unsure if I am allowed to sign this, no worries if not!), Powell Library, UCLA

Kevin Riley, Staff, Director, Labor Occupational Safety and Health Program, UCLA

Amy Elizabeth Ritterbusch, Assistant Professor, Department of Social Welfare, UCLA

Gaspar Rivera-Salgado, Staff, UCLA Labor Center, UCLA

Sarah T. Roberts, Associate Professor, Gender Studies | Information Studies | Labor Studies, UCLA

William I. Robinson, Professor, Sociology, UC Santa Barbara

UCLA

John H. Robinson, IV, Staff, Library, UCLA

PERB Received  
06/03/24 11:15 AM

Idalia Robles De León, Doctoral Student, Sociology, UC Santa Barbara

Judith Rodenbeck, Professor, Chair, Media & Cultural Studies, UC Riverside

Dylan Rodriguez, Professor, Black Study, UC Riverside

Michael Rodríguez-Muñiz, Associate Professor, Sociology, UC Berkeley

Susannah Rodríguez Drissi, Lecturer, Writing Programs, UCLA

John Rogers, Professor, Education, UCLA

Armeta Rogers, Staff, law, UC Berkeley

JUANJOSE ROJO SOLIS, Lecturer, Communication, UC San Diego

Sara Raquel Roschdi, Staff, UCLA Labor Center, UCLA

Jordan Rose, Associate Professor, Visual Arts, UC San Diego

Michael Rothberg, Professor, English and Comparative Literature, UCLA

Raphael Rouquier, Professor, Mathematics, UCLA

David Rouseve, Distinguished Professor, World Arts and Cultures/Dance, UCLA

Ananya Roy, Professor, UCLA

David Alexander Roy, Lecturer, Art, UCLA

Faysal Saab, Assistant Professor, Medicine, UCLA

Adam Sabra, Professor, History, UC Santa Barbara

kinan sabri, student, student, UCLA

Mary Salome, Staff, Medicine, UC San Francisco

Leslie Salzinger, Associate Professor, Gender and Women's Studies, UC Berkeley

Jocelyne Sanchez, Librarian, Chicano Studies Research Center, UCLA

Alexandra Sanchez, Staff, The Lawrence Hall of Science, UC Berkeley

Utpal Sandesara, Assistant Professor, General Internal Medicine and Global Health, UCLA

Sandy Garcia, Staff, CCAS, UCLA

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Tiffany Sangwand, Librarian, UCLA Library, UCLA

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Jill F Robertson, Teacher, Pro Block, UCLA

Asma Sayeed, Associate Professor, NELC, UCLA

Felicity Amaya Schaeffer, Professor, Critical Race and Ethnic Studies and Feminist St, UC Santa Cruz

Chelsea Schields, Associate Professor, History, UC Irvine

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Jessica Schwartz, Associate Professor, Musicology, UCLA

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Sherene Seikaly, Associate Professor, History, UC Santa Barbara

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Gursan Senalp, Visiting scholar, Sociology, UC Santa Barbara

Thomas Serres, Assistant Professor, Politics, UC Santa Cruz

Mindy Seu, Associate Professor, Design Media Arts, UCLA

Anna Sew Hoy, Associate Professor, art, UCLA

Natalie Shapero, Associate Professor, English, UC Irvine

Nicholas Shapiro, Assistant Professor, UCLA

Jeff Share, Lecturer, Education, UCLA

Anjana Sharma, Associate Professor, Family & Community Medicine, UC San Francisco

Jenny Sharpe, Professor, English, UCLA

Yael Sharvit, Professor, Linguistics, UCLA

M. Rahim Shayegan, Professor, Near Eastern Languages and Cultures, UCLA

Elora Shehabuddin, Professor, Gender & Women's Studies and Global Studies, UC Berkeley

Eric Sheppard, Professor, Research Professor, Geography, UCLA

Setsu Shigematsu, Associate Professor, Media & Cultural Studies, UC Riverside

Shu-mei Shih, Professor, Comparative Literature/Asian Languages and Cultures, UCLA

David Delgado Shorter, Professor, UCLA

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Hanna Siddiqui, Assistant Professor, Pediatrics, UCLA

Dana Simmons, Associate Professor, Society, Environment, and Health Equity, UC Riverside

Mona Simpson, Professor, English, UCLA

Christo Sims, Associate Professor, Communication, UC San Diego

Olivia Grace Slaby, Staff, UCLA Mathias Botanical Garden, UCLA

Susan Slyomovics, Professor, Anthropology and Near Eastern Languages & Cultures, UCLA

Cauleen Smith, Professor, Art, UCLA

Brice Smither, Staff, UCLA Library, UCLA

Daniel Snelson, Assistant Professor, English and Design Media Arts, UCLA

Jonathan Snipes, Lecturer, Theater Film and Television, UCLA

Olivia Snow, Visiting Assistant Researcher, Gender Studies, UCLA

Juan Manuel Solis, Staff, PhD Student, Social Welfare, UCLA

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Isaac Speer, Lecturer, Sociology, UCLA

Lydia Spielberg, Assistant Professor, Classics, UCLA

Marike Splint, Associate Professor, Theater, UCLA

Carole Srole, Emeritus Professor, Department of History, CSU Los Angeles (and UCLA alumnus)

Aubyn Stahmer, Professor, Psychiatry and Behavioral Sciences, UC Davis

Zrinka Stahuljak, Professor, Comparative Literature / European Languages and Transcultural Studies, UCLA

Emma Stapely, Assistant Professor, English, UC Riverside

Brian Stefans, Professor, English, UCLA

David Stein, Assistant Professor, History, UC Santa Barbara

Megan Stephan, Lecturer, English, UCLA

Dr. AE Stevenson, Alumni, Cinema and Media Studies, UCLA

Ian Straughn, Associate Professor, Anthropology, UC Irvine

Shelley Streeby, Professor, Literature and Ethnic Studies, UC San Diego

Caroline A. Streeter, Associate Professor, English & African American Studies, UCLA

Yang Su, Professor, Sociology, UC Irvine

James Wesley Suhr, Lecturer, Theater Film and Television (Animation), UCLA

Wendy Sung, Assistant Professor, World Arts and Cultures/Dance, UCLA

K. Supriya, Academic Administrator, CEILS, UCLA

Hannah Sutherland, Staff, Library, UCLA

Tonia Sutherland, Assistant Professor, Information Studies, UCLA

River Sween, Staff, School of Medicine, UCLA

Joseph Sweetnam, ASE, English, UC Irvine

Mairaj Syed, Associate Professor, Religious Studies and Middle East/South Asia Studies, UC Davis

Kimi Taira, Staff, Library, UCLA

Renee Tajima-Peña, Professor, Asian American Studies Department, UCLA

Corinne Tam, Graduate Student, Sociology, UC Santa Barbara

Cheylene Tanimoto, Staff, CNSI at UCLA, UCLA

Maggie Tarmey, Librarian., Library, UCLA

Naomi S. Taub, Postdoctoral Scholar, Initiative to Study Hate, UCLA

Camilla Taylor, Lecturer, Art department, UCLA

Yuki Taylor, Lecturer, Asian Languages and Cultures, UCLA

Kevin Terraciano, Professor, History, UCLA

Ⓢ Jy Rachele Terry, Senior Continuing Lecturer, Religious Studies & Human Rights, UC Davis

Francis Michael Terzano, Staff, Hammer Museum, UCLA

Sarah Thomas, Staff, Center X - EDIS, UCLA  
Chris Tilly, Professor, Urban Planning, UCLA  
Asher Titan, Staff, School of the Arts & Architecture, UCLA  
Lynda Tolly, Staff, English, UCLA  
Aileen Tong, Staff, Mathematics, UCLA  
Justin Torres, Associate Professor, English, UCLA  
Ivy Torres, Staff, IRLE, UCLA  
Luz Maria Torres, Staff, Sociology, UCLA  
Tommy Tran, Lecturer, History, UC Merced  
Phon Tran, Staff, Hammer Museum, UCLA  
Sharon Traweek, Associate Professor, Gender Studies, UCLA  
Jasmine Trice, Associate Professor, FTVDM, UCLA  
Monique Trinh, Staff, Alumna, DGSOM, FSPH, CNAS, UCLA, UC Riverside  
Cody Trojan, Lecturer, Political Science, UCLA  
Maria Tsiao, Staff, Law, UCLA  
Eric Tu, Staff, IRLE, UCLA  
Steph Tuazon, Staff, Social Welfare, UCLA  
Ertem Tuncel, Professor, Electrical and Computer Engineering, UC Riverside  
Cass Turner, Assistant Professor, English, UCLA  
David C. Turner III, Assistant Professor, Social Welfare, UCLA  
Karen Umemoto, Professor, Asian American Studies, UCLA  
Saranjit Uppal, Staff, College of Letters and Science, UC Davis  
Dell Upton, Professor, Art History, UCLA  
Karina Valdez, Staff, Library, UCLA  
Stephanie Valdez, Staff, Academic Advancement Program, UCLA  
Rodrigo valenzuela, Associate Professor, Art, UCLA  
Nivardo Valenzuela, Staff, Design Lab, UC San Diego  
Ma Vang, Associate Professor, History & Critical Race and Ethnic Studies, UC Merced  
Rachel Vaughn, Lecturer, Institute for Society & Genetics, UCLA  
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Bharat Venkat, Associate Professor, Institute for Society and Genetics/History/Anthropology, UCLA  
Matthew Vest, Librarian, UCLA Library, UCLA  
Marques Vestal, Assistant Professor, Urban Planning, UCLA  
Ameeth Vijay, Associate Professor, Literature, UC San Diego  
Nancy Villalta, Demonstration Teacher, UCLA Lab School, UCLA  
T. Villaseñor, Director of Student Affairs, Department of History, HHistory, UCLA  
Charlene Villaseñor Black, Professor, Chicana/ and Central American Studies: Art History, UCLA



Alicia Virani, Academic Administrator, Law, UCLA  
Cristine, Staff, Counseling and Psychological Services, UCLA, UCI Alumnus '09  
Matthew Vitz, Associate Professor, History, UC San Diego  
Anthony Vivian, Lecturer, History, UCLA  
Thuy Vo Dang, Assistant Professor, Information Studies, UCLA  
Timothy Vollmer, Librarian, Library, UC Berkeley  
Lothar von Falkenhausen, Professor, Art History, UCLA  
Bob Wachter, Professor, Medicine, UC San Francisco  
Jennifer Wagman, Associate Professor, Community Health Sciences, Fielding School of Public Health, UCLA  
Fabian Wagnister, Professor, Film, Television and Digital Media, UCLA  
Saba Waheed, Staff, Lecturer, Labor Center and Labor Studies, UCLA  
Andy Wallace, Staff, Library, UCLA  
Jonah Walters, Postdoctoral Fellow, Institute for Society and Genetics, UCLA  
Mona Wang, Staff, Department of Anthropology, UC San Diego  
Lee Ann Wang, Assistant Professor, AASD, UCLA  
Karin Wang, Academic Administrator and Professor from Practice, School of Law, UCLA  
Qianyun Wang, Student, Department of Social Welfare, UCLA  
Xuan juliana wang, Assistant Professor, English, UCLA  
Jaden Skylar Ward, Staff, Library, UCLA  
Raffi Joe Wartanian, Lecturer, Writing Programs, UCLA  
Caitlin Wells, Staff, Library, UCLA  
Lindsay Wells, Associate Professor, Medicine, UCLA  
Amber West, Lecturer, Writing Programs, UCLA  
Glenn Wharton, Professor, Art History, UCLA  
Kevin Whitehead, Associate Professor, Sociology, UC Santa Barbara  
Nathaniel Whitfield, Lecturer, World Arts & Cultures / Dance, UCLA  
Bryan Whitlock, Staff, Academic Personnel office, UC Berkeley  
Cosmo Whyte, Assistant Professor, Department of Art, UCLA  
Melissa M. Wilcox, Professor, UC Riverside  
Juliet Williams, Professor, Gender Studies, UCLA  
Reed Wilson, Lecturer, English, UCLA  
Patrick Wilson, Professor, Psychology, UCLA  
Bronwen Wilson, Professor, Art History, UCLA  
Christopher Wilson, Lecturer, UCLA Lab School, UCLA  
Casey Winkleman, Staff, Information Studies, UCLA  
F. ① an Wint (Frederick), Assistant Professor, History, UCLA  
Kent Wong, Director of Labor & Community Partnerships, Labor Center, UCLA

Stacy E Wood, Staff, Lecturer, Gender Studies, UCLA

Greg Woolf, Professor, History and Classics, UCLA

Laura Wray-Lake, Professor, Social Welfare, UCLA

Bryan Wuest, Lecturer, FTVDM, UCLA

Nghe Yang, Associate Physician, Family Community Medicine, UC San Francisco

Vida Yao, Associate Professor, Philosophy, UCLA

Anthony D. Yates, Assistant Professor, Near Eastern Languages and Cultures, UCLA

Rihan Yeh, Associate Professor, Anthropology, UC San Diego

Christina Yeo, Teaching Associate, Physics and Astronomy, UCLA

Maria-Elena Young, Assistant Professor, Public Health, UC Merced

Alden Young, Associate Professor, African American Studies, UCLA

Michelle Yuan, Assistant Professor, Linguistics, UCLA

Noah Zatz, Professor, Law and Labor Studies, UCLA

Veronica Zavala, Staff, LAI, UCLA

Jimmy Zavala, Staff, Library Special Collections, UCLA

Ben Zdenecanovic, Lecturer, History, UCLA

Leah Zeidler-Ordaz, Staff, School of Law, UCLA

Chris Zepeda-Millan, Associate Professor, Public Policy, UCLA

Dora Zhang, Associate Professor, English and Comparative Literature, UC Berkeley

Sarah Zollweg, Postdoctoral Scholar, School of Medicine -- GIM/HSR, UCLA

Maite Zubiaurre, Professor, ELTS; Spanish and Portuguese, UCLA

# EXHIBIT 17



## BruinALERT: Campus Activity Updates (May 6th at 4:00PM)



UCLA BruinALERT <BruinAlert@ucla.ed

To [REDACTED]



Mon 5/6/2024 4:03 PM

This message was sent with High importance.

BruinALERT: Due to ongoing disruption, the campus has returned to limited operational status. Therefore, per Senate guidance (<https://senate.ucla.edu/news/updated-instructional-adjustments>), classes will move remote May 6-10. Employees who can work remotely should consult with their supervisors. Events and research activities should also go remote or be rescheduled wherever possible.

Law enforcement is stationed around campus to help promote safety and actively monitor conditions. Student Affairs has staff on campus to support our students.

Royce Hall and Powell Library are closed and will remain so through Friday, May 10. Check the UCLA Library website (<https://www.library.ucla.edu/visit/locations>) for alternative study spaces and modified hours at other locations. Please continue to avoid the area of Royce Quad between Royce Hall and Powell Library while Facilities Management continues repairs.

UCLA Extension classes scheduled to be held in person in any Westwood or UCLA campus location have been moved to live-online format. All other UCLA Extension classes at non-UCLA locations or in remote format will continue as scheduled. Gayley and Lindbrook Centers will close at 6 p.m. today through May 10.

Law School exams will continue as scheduled.

The hospital and health system, other clinical operations, and housing and hospitality facilities remain open.

Geffen Academy, Lab School and Early Care and Education also remain open.

For more information about emergencies at UCLA, please visit <https://bso.ucla.edu/>.

# EXHIBIT 18

[Home](#) > [Press Room](#) > University of California campus guidelines on determining disciplinary actions

# University of California campus guidelines on determining disciplinary actions



UC Office of the President May 9, 2024

The University of California Office of the President announced today (Thursday, May 9, 2024) guiding principles for use by UC campuses in determining disciplinary actions:

- UC campuses support and protect nonviolent and lawful protests. We do all we can within the law to facilitate freedom of expression and a vibrant exchange of ideas, while also maintaining a safe environment and access to university facilities for all members of our community.
- All members of the UC community remain subject to all applicable laws and relevant codes of conduct, even while engaging in protest activities.
- Any member of the university community who is arrested for unlawful behavior or cited for a violation of university policy must go through the applicable review process, such as student code of conduct or employee disciplinary process.
- UC community members found to violate university policy or campus codes of conduct will be held accountable in a manner appropriate to the situation and consistent with campus processes.
- People not affiliated with the university who are involved in criminal activity on UC campuses will be prosecuted by the appropriate agencies in the



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### Media Contacts

For media inquiries (reporters only), please email [media@ucop.edu](mailto:media@ucop.edu)

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For Health-related media inquiries, please email [uhealthnews@ucop.edu](mailto:uhealthnews@ucop.edu)

The University of California opened its doors in 1869 with just 10 faculty members and 40 students. Today, the UC system has more than 280,000 students and 227,000 faculty and staff, with 2.0 million alumni living and working around the world.

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# EXHIBIT 19

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[Home](#) > [Press Room](#) > UC Board of Regents statement on conduct guidelines issued by UC President Michael V. Drake, M.D.

# UC Board of Regents statement on conduct guidelines issued by UC President Michael V. Drake, M.D.



UC Office of the President May 16, 2024

The University of California Board of Regents today endorsed [the guidelines issued on May 9 by President Michael V. Drake, M.D.](#)

These guidelines included the following language:

- Any member of the university community who is arrested for unlawful behavior or cited for a violation of university policy must go through the applicable review process, such as student code of conduct or employee disciplinary process.

The Regents further affirmed that amnesty for students, faculty and staff is inconsistent with this guideline.

## Media Contacts

For media inquiries (reporters only), please email [media@ucop.edu](mailto:media@ucop.edu)

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For Health-related media inquiries, please email [uhealthnews@ucop.edu](mailto:uhealthnews@ucop.edu)



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# EXHIBIT 20

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**To: Faculty and Staff**

Dear Colleagues:

The last several weeks have been among the most challenging our Bruin community has faced. We deeply appreciate the efforts you have made in maintaining academic continuity despite significant disruptions.

Academic appointees across the UC system represented by the United Auto Workers (UAW) Local 4811 — including postdoctoral scholars, academic researchers, academic student employees (ASEs) and graduate student researchers (GSRs) — voted on May 15, 2024 to authorize its executive board to call for a strike. During a potential strike, those participating might cease aspects of their work including teaching, grading assignments, tutoring, conducting research, administering programs and carrying out other duties.

The UAW states that this strike can take place due to alleged unfair labor practices connected to ongoing campus protests. The UC's position is that it is an unlawful strike that would violate the terms of the collective bargaining agreements between the two parties, which include no-strike provisions.

It is important that UCLA maintain academic operations during a strike. We have created a new [Strike Updates and Continuity Resources web page](#) with helpful information and resources for you, including FAQs and guidance on instruction and research continuity. We will continue to update the site with pertinent information from UCOP and UCLA. You are encouraged to bookmark it and reference it regularly. Specific questions not addressed in the materials can be directed to [StrikeInfo@ucla.edu](mailto:StrikeInfo@ucla.edu).

**Extended Office Hours:** The Bruin Learn Center of Excellence (CoE) and the Teaching and Learning Center (TLC) staff are available for live support with extended office hours from 9 a.m. to 12 p.m. and from 1 to 4 p.m. through the end of spring quarter. This service is designed to assist instructors in real-time with Bruin Learn, Zoom and other teaching-related questions. Visit [CoE and TLC Office Hours](#) for more details. UCLA's Center for Education Innovation and Learning in the Sciences (CEILS) is available for [one-on-one consultation](#). Additional opportunities for instructional support are available on the resource web page.

University employees in supervisory or managerial roles should refrain from engaging in conversations with union members about any aspects of the strike, including whether or not union members will engage in strike activities. It is also important that supervisors and managers avoid making statements condemning or



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prohibiting individuals' strike activities, and to refrain from dealing directly with union members in regard to negotiations or grievances. These guidelines apply to verbal and written communications, including postings on social media.

On-campus demonstrations related to this strike may take place in the coming days or weeks. Individuals are entitled to perform legally protected strike activities during non-work time, including picketing, near the exterior of campus property and campus entrances. Strike conduct that is unlawful includes, but is not limited to, blocking vehicles and/or persons from entering or leaving a property/facility/building; interfering with meetings, classes, research or other activities that are part of regular campus operational activities; threatening violence; vandalizing/defacing university property; and physical attacks.

Entering classrooms or other learning environments to disrupt learning activities and blocking access or egress from buildings are not permissible. If a class or lecture is disrupted by a group of individuals or specific event, please follow these steps:

NOTE: If the event poses a direct or imminent threat to life, safety or health, call 9-1-1 or UCPD Dispatch at (310) 825-1491. Otherwise, follow the steps below.

1. DO NOT physically engage with individuals disrupting the classroom.
2. Ask students not to engage with the disruptors (e.g. "Please do not encourage or interact with them.")
3. Calmly inform members of the group that they are being disruptive and must leave immediately.
4. Explain that classrooms/lecture halls are not spaces that are open to the public and their presence is unauthorized.
  - a. Tell them they are trespassing and may be subject to arrest (only as necessary).
  - b. Tell them that if they do not leave, UCPD will be called (only as necessary).
5. If the disruptor refuses to leave, call UCPD Dispatch at (310) 825-1491 for assistance. UCPD will then triage the call to the appropriate tiered response partner (e.g., Student Affairs, security personnel, etc.) based on the disruptor's affiliation and/or nature of the incident. 9-1-1 should only be called in the case of emergency or direct/imminent threat to safety.

Thank you for your understanding and continued dedication to our teaching and research mission during this time of uncertainty.

Sincerely,

**Darnell Hunt**

Executive Vice Chancellor and Provost

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Adriana Galván  
Dean of Undergraduate Education

Susan L. Ettner  
Dean of Graduate Education

Roger M. Wakimoto  
Vice Chancellor for Research & Creative Activities

The UCLA logo is a blue horizontal bar with the letters "UCLA" in white, bold, sans-serif font centered within it.

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# EXHIBIT 21



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UCnet

## Frequently Asked Questions about UAW Actions

The University of California and the UAW have collective bargaining agreements representing four bargaining units as generally described in the first question below. While the parties are not in active negotiations, UAW has asked its members to take a strike vote. If successful, that strike vote could result in work stoppages starting as early as the evening of May 15, 2024.

The University is providing the below frequently asked questions (FAQs) to ensure that its employees and faculty with duties related to managing academic personnel, labor relations, time and effort reporting, contracts and grant administration, and education and research continuity have the information they need.

While these FAQs are publicly available, a link to the below FAQs **should only be actively sent to those employees and faculty with responsibilities related to academic personnel, labor relations, time and effort reporting, contracts and grant administration, and education and research continuity duties**. This means, for example, **they should not be broadly distributed to all employees or distributed through all-employee newsletters**.

A link to the FAQs should not be sent to UAW-represented employees. UAW-represented employees should consult with their union representatives regarding strike-related questions.

The FAQs below are not meant to change or modify the parties' collective bargaining agreements and will be updated as needed to address changing circumstances and to cover additional questions from our community.

### General Questions

#### **GENERAL Q1: What represented units are covered by the UAW strike authorization vote?**

The systemwide strike vote, occurring from May 13-15, 2024, covers all UAW bargaining units, which are Academic Researchers, Postdoctoral Scholars, Academic Student Employees ("ASEs" are TAs, Readers, Tutors), and Graduate Student Researchers.

#### **GENERAL Q2: Is this a legal strike?**

No. The UAW and the University of California have collective bargaining agreements that prohibit strikes during those agreements. It is the University's position that given that language, UAW-represented employees are generally prohibited from striking during the contract. For example, per Article 19 of the GSR Contract: *"The UAW, on behalf of its officers, agents, and members agrees that there shall be no strikes, including sympathy strikes, stoppages or interruptions of work, or other concerted activities which interfere directly or indirectly with University operations during the life of this agreement or any written extension thereof."* The ASE and GSR contracts do not expire until May 31, 2025, and the Postdoc and Academic Researcher contracts do not expire until September 30, 2027.

#### **GENERAL Q3 Does the strike become legal because there was a vote by the union?**

No. The legality of a strike is determined by the terms of the collective bargaining agreement and the law.

**GENERAL Q4 Despite the no-strike clauses in the collective bargaining agreements, the UAW's position is that a strike could be allowed because certain University actions constituted an unfair labor practice. Does that make it legal?**



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06/03/24 11:15 AM

No. Generally, filing a UAW does not give a union the right to strike during a closed contract. The University strongly disagrees with the UAW that any exception to this general rule applies and strongly believes that the action is an unlawful strike. All community members are free to exercise their First Amendment rights within the restrictions set forth in University policy and the law. Community members' First Amendment rights exist separate and apart from the labor law the Union alleges would allow it to strike. The University does not believe the issues that are the subject of the campus protests involve rights under labor law.

**GENERAL Q5: What specific actions will the University take in the event of an unlawful work stoppage?**

In response to an unlawful strike, the University will take action with the Public Employment Relations Board (PERB) to assert that the strike is unlawful.

**GENERAL Q6: What happens if employees engage in sympathy strikes in support of the UAW?**

When Individuals or other bargaining units strike in sympathy with a primary striking union, they "step into the shoes" of the primary striking union for purposes of state labor laws. That means that if the UAW strike is unlawful, any sympathy strikes are unlawful as well. Additionally, the University's other collective bargaining agreements prohibit strikes and sympathy strikes during the terms of those agreements. Employees, including faculty, who withhold labor through a strike or sympathy strike are not entitled to pay for the period they are on strike.

**GENERAL Q7: When a union calls or supports a strike, are employees represented by those unions able to come to work?**

Yes. Employees who decide not to participate in the strike are free to come to work. The law protects the right of all employees to cross a picket line. Under the labor laws, employees are free to make up their own minds about crossing a picket line and continuing to work. Any employee, including a union member, has a right to refuse to participate in a work stoppage.

**GENERAL Q8: What can an employee do if they want to work but are being confronted by picketers or striking employees and blocked from entering the work site?**

Pickets are lawful so long as they are peaceful, comply with the University's access and use rules, do not block access for other employees, do not interfere with the normal course of University business, and do not prohibit non-striking employees from working. In addition, non-striking employees should avoid confrontations and need not respond to any comments that picketers may direct at them. Non-striking employees should not invite or engage in any exchanges which might inflame the situation. If any employee feels they are being harassed or prevented from working by picketers or striking employees, the employee should notify their supervisor or contact Academic Personnel and Labor Relations.

**GENERAL Q9: Can employees engage in picketing or protesting on their own time?**

Yes. UC has a long tradition of respecting the civil expression of individual views. Individual employees are free to express their rights so long as such participation is during non-work time, does not conflict with their agreed-upon work duties, or violates established University policies including the student code of conduct.

**Pay-Related Questions**

**PAY Q1: Will employees be paid if they go on strike?**

No. Striking employees are, by definition, not working, so they are not eligible to receive their regular pay. Additionally, federal guidelines indicate that we cannot pay employees on federal contracts and grants if



they are not working. Employees who wish to receive their regular pay must perform their work duties during this time.

**PAY Q2: How should a striking employee enter their absence into the time and attendance system?**

Unexcused absences should be reported as “leave without pay” in time and attendance systems. Instructors of Record, Principal Investigators, Chairs, Deans, and others with leave reporting oversight duties should monitor and review all leave reporting submissions to ensure they are accurate. If they are not accurate, leave reporting should be updated to align with the work performed. [A communication](#) has been sent by Systemwide Labor Relations to ASEs, GSRs, Postdocs, and Academic Researchers notifying them of the process for reporting any unexcused absences and their obligation to report their absences accurately.

**PAY Q3: If an employee withholds labor for part of an assigned workday but is doing some part of the work on the assigned workday, how should that employee enter their absence into their local time and attendance system?**

An employee’s failure to perform their job duties, or otherwise be absent from work without prior approval by their supervisor, is not protected or excused. The employee should enter their absence as a partial-day or full-day absence, recording the number of hours missed during the workday as “leave without pay.”

**PAY Q4: If ASEs, GSRs, Postdocs, and Academic Researchers work during the strike, will they be paid?**

Yes, employees will be paid for all hours worked during the strike. Employees, however, will not be paid for any labor withheld and it is critical that the University ensure that pay is aligned with the work performed. Pay will be based on leave reporting, which is why it is critical to monitor attendance and report absences accurately, irrespective of whether the absence is due to a strike.

**PAY Q5: Can employees who do not submit any absences in time and attendance or who do not provide an accurate submission be held accountable? What are the consequences?**

Employees are required to accurately and truthfully report their absences. If employees refuse to submit or provide false submissions, they may be subject to discipline pursuant to the disciplinary processes provided in their collective bargaining agreements or in policy. Locations should consult with their local labor relations office before engaging in corrective action.

**Supervision Questions**

**SUPERVISION Q1: What are the consequences of a legal strike versus an illegal one in terms of how Instructors of Record and Principal Investigators should be handling the work stoppage with respect to ASEs, GSRs, Postdocs, and Academic Researchers that they supervise?**

It is important to understand that whether a strike is lawful or unlawful, employees are not entitled to pay for work not performed. If any employee does not report to work as assigned, UC will presume — absent prior authorization or medical certification — that their work absence during a strike period is strike-related. Employees are expected to report that leave as “leave without pay.” The employee’s pay will be reduced for absences during the strike unless the employee is on authorized leave; note that this makes it critical that attendance is tracked and absences are reported accurately. As is always the case, authorization for an absence may or may not be granted, depending on operational, educational, and research necessity and without regard to the employee’s reason for the requested leave.

**SUPERVISION Q2: What responsibilities do Instructors of Record have over their courses and supervising Teaching Assistants, Readers, and Tutors assigned to their courses?**



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Pursuant to Regents Bylaw 40.1 Duties and Powers of the Academic Senate, it states that “The Academic Senate shall authorize and supervise all courses and curricula.” The Academic Personnel Manual (APM – 410-20), which underwent management consultation and systemwide review, provides that Teaching Assistants serve “under the active direction and supervision of a regular member of the faculty to whom responsibility for the course’s entire instruction, including the performance of Teaching Assistants, has been assigned.” Instructors of Record are responsible for the content and conduct of a course, including the responsibility for submitting final grades. Outside of faculty titles, other academic titles are not permitted to serve as Instructors of Record unless the divisional Senate regulations provide a process for doing so and that title series has been approved to serve as Instructor of Record. Generally, in divisional Senate regulations, Teaching Assistants may not serve as the Instructor of Record and are under the active supervision of an Instructor of Record (e.g., the designated faculty member responsible for the course). Instructors of Record may need to make alternative arrangements or adjust assignments to ensure that students can complete their coursework.

**SUPERVISION Q3: Are Principal Investigators responsible for accurate effort reporting on their contracts and grants?**

Yes. Federal research grants are subject to Uniform Guidance (2 C.F.R. Part 200), which establishes uniform administrative requirements, cost principles, audit requirements and agency-specific reporting and cost principles. Principal Investigators have primary responsibility for financial management and control of project funds in accordance with University and sponsor policies and procedures. This includes ensuring accurate reporting of hours worked and wages charged to sponsored agreements. Principal Investigators cannot use extramural funds as compensation for an absent performance. Only those costs that advance the goals of a project may be directly charged to that project; paying an employee out of a grant for an absence that should be unpaid will jeopardize the grant award, the Principal Investigator’s reputation with the funding agency, and the Principal Investigator’s ability to receive future awards.

**SUPERVISION Q4: What responsibilities do Instructors of Record and Principal Investigators have over certifying the accuracy of leave reporting by ASEs, GSRs, Postdocs, and Academic Researchers?**

The Instructor of Record is responsible for their courses, including the supervision of ASEs assigned to their courses, which means that Instructors of Record are listed as the supervisor in the local time and attendance system for review and approval of absences by the ASE. Principal Investigators who have GSRs, Postdocs, and Academic Researchers listed as key personnel or contributors on their contracts or grants are responsible for ensuring accurate effort reporting, which is accomplished through verifying accurate reporting of absences in local time and attendance systems. Accordingly, Instructors of Record and Principal Investigators should certify the accuracy of leave reporting by ASEs, GSRs, Postdocs, and Academic Researchers.

**SUPERVISION Q5: Does certifying the accuracy of leave reporting by ASEs, GSRs, Postdocs, and Academic Researchers convert Instructors of Record and Principal Investigators into Supervisors under the Higher Education Employer-Employee Relations Act (HEERA)?**

No. Whether an Instructor of Record is a supervisor over a course and ASEs assigned to the course does not automatically convert the Instructor of Record into a supervisor under HEERA. An individual can be a supervisor in many different contexts (e.g., supervision over a course, supervision of a lab, managing of absences). However, to be a supervisor under HEERA, the individual must meet the criteria under HEERA to qualify as a supervisor.

**SUPERVISION Q6: If an employee refuses to submit their absence in time and attendance and the Instructor of Record or Principal Investigator knows that the individual was absent, can the Instructor**



**of Record or Principal Investigator supervisor override the individual's timesheet and enter the absence into the time and attendance system?**

Yes. It is always important to ensure that payment of university funds aligns with the work performed. Accordingly, Supervisors, as well as backup approvers, should ensure that time, and therefore pay, is recorded and provided appropriately and therefore should modify the hours on behalf of the employee. When that happens, the changed records are stored on the timesheet and the employee is notified via email. When there are leave recording errors, each campus should invoke the override functionality in their local time and attendance systems, if needed.

**SUPERVISION Q7: Can supervisors ask ASEs, GSRs, Postdocs, and Academic Researchers if they plan to strike?**

No. Instructors of Record and Principal Investigators should not survey or communicate with ASEs, GSRs, Postdocs, and Academic Researchers concerning their intention to participate or not participate in a strike, only whether they are planning to be at work on specific dates.

**SUPERVISION Q8: Can Instructors of Record and Principal Investigators ask ASEs, GSRs, Postdocs, and Academic Researchers if they plan to come to work?**

Yes. If the UAW affirmatively votes to strike, Instructors of Record and Principal Investigators can ask ASEs, GSRs, Postdocs, and Academic Researchers whether they plan to perform their duties for the day or week. For example, the following questions can be asked: "I need to ensure research or instructional continuity in the coming weeks so that students' courses are covered, and students can complete their credits for the [semester/quarter] and, where applicable, graduate. Are you planning to work on [date]?"

**SUPERVISION Q9: If a strike vote is in the affirmative, what can Instructors of Record, Department Chairs, Deans, and administrators do to ensure educational continuity?**

Instructors of Record, Department Chairs, Deans, and administrators can and should make alternative arrangements for courses. In making these arrangements, employees can be asked whether they plan to perform their duties for the day or week and for the materials needed to continue the course. For example, the following questions can be asked: "I need to ensure our courses continue in the coming weeks so that students' courses are covered, and students can complete their credits for the [semester/quarter] and, where applicable, graduate. Are you planning to work on [date]? I will also need access to the grade book and other course materials. Please email them to me at [Address] by [Date]."

**SUPERVISION Q10: What happens if an employee strikes, but they are the primary person responsible for the maintenance and care of biological research materials?**

Like any other unexpected, potentially long-term disruption, a plan should already be in place to address maintaining research continuity in the event of employee absence. It is in everyone's best interest for Principal Investigators and department managers to communicate with key personnel as soon as possible. PIs and department managers should keep conversations focused on the research project rather than on an employee's intention to strike. PIs and department managers should not ask whether unit-level employees are going out on strike or whether they will be at work. Research continuity plans should be reviewed or put in place to mitigate disruption during the strike, anticipating that unit employees will not be in the lab during that time. If there are health and safety concerns related to labor disruptions, the campus labor relations office should be contacted.

**SUPERVISION Q11: What can faculty, Instructors of Record, and/or Principal Investigators say in response to questions from students and employees about the strike?**

Faculty, Instructors of Record, and/or Principal Investigators should not comment on the strike to students and employees — even students and employees they do not advise/mentor/teach or supervise — except to



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direct represented employees to their union for any questions they have, including questions about the strike, union membership, or the University's position on the strike. However, nothing prevents engaging in normal conversations with students and employees concerning subjects unrelated to union membership, union activities, or strike activities.

**SUPERVISION Q12: Should Instructors of Record, Principal Investigators, and Department Chairs meet with striking employees to hear their concerns and try to resolve them?**

No. Generally, it is impermissible to engage in direct dealing with represented employees, such as by soliciting and/or trying to resolve their grievances related to the strike. Regardless of whether the strike is lawful or not, only the Labor Relations team of the Office of the President may meet with the Union to address concerns and resolve disputes related to the systemwide strike. This is true even though the University does not agree with the UAW's assertion that the conflict and conduct underlying the strike are connected to terms and conditions of employment.

**SUPERVISION Q13: What can be said to student employees in advance of a strike regarding their strike plans?**

An employee cannot be asked whether they intend to strike. However, student employees have a dual role: They are students as well as employees. As a result, a faculty advisor/mentor may ask students whether they intend to fulfill their academic responsibilities and obligations to a research project, including during a potential strike. In having these conversations, the faculty advisor/mentor should keep the focus on academic and project responsibilities and not on whether the student, as an employee, is striking.

**SUPERVISION Q14: If a GSR withholds labor as an employee but is also unable to meet their academic milestones as a graduate student, can the faculty advisor/mentor provide fair warning or clarify expectations to the graduate student regarding the potential impact on their grades?**

Yes. Academic expectations for students are distinct from employment responsibilities. Faculty have the authority to set expectations regarding overall academic progress in graduate programs and are responsible for providing regular feedback to their advisees about their progress. This authority applies not only to graded directed studies coursework but also to any other academic effort required to make satisfactory academic progress. The pace of academic progress should be sufficient to complete all degree requirements within normative time.

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For HR administrators

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# EXHIBIT 22

## SHARED GOVERNANCE IN THE UNIVERSITY OF CALIFORNIA

### AN OVERVIEW

Daniel L. Simmons\*  
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Shared governance with the Academic Senate is one of the distinctive features of the University of California. The system of shared governance gives University faculty, operating through the Academic Senate, a voice in the operation of the University. In addition, it imposes on faculty a measure of responsibility for the manner in which the University operates. Faculty participation in governance of the University through the agency of the Academic Senate is a guiding force that unifies the ten campuses of the University into a single system under a uniform standard of excellence.

### DELEGATIONS OF AUTHORITY TO THE ACADEMIC SENATE

The Academic Senate of the University of California operates under the authority of standing orders of the Board of Regents.

Standing order 105.2 delegates to the Academic Senate, subject to the approval of the Board, the authority to --

- ◆ Determine the conditions for admission; and
- ◆ Determine the conditions for certificates and degrees, other than honorary degrees.

The Senate also is charged to recommend to the President candidates for degrees in all courses and is to be consulted, through committees as determined by the President, on the award of all honorary degrees.

Further, the Senate is delegated the authority to --

- ◆ Authorize and supervise all courses and curricula (excepting Hastings College of the Law, the San Francisco Art Institute, the courses offered by professional schools with graduate work only, and non-degree courses of University Extension); and
- ◆ Determine the membership of faculties (excepting excepting Hastings College of the Law and the San Francisco Art Institute).

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\* Professor of Law, University of California, Davis. Chair of the Assembly and Academic Council 1994-95, Vice-Chair of the Assembly and Academic Council 2009-2010.



In addition, the Senate it authorized to --

- ◆ Select committees to advise the Chancellors on the campus budgets, and the President on the University budget;
- ◆ Advise the President and the Chancellors on matters concerning the administration of the libraries;
- ◆ Select a committee to approve publication of manuscripts by the University of California Press; and
- ◆ Lay before the Board, but only through the President, any matter pertaining to the conduct and welfare of the University.

Finally, Regents standing order 103.9 guarantees to any faculty member a hearing before an appropriate committee of the Academic Senate in the case of a termination for good cause prior to the end of the faculty member's contract with the University.

These delegations of authority impose on the faculty significant responsibility for the maintenance of the quality of the instructional and research effort of the University of California.

- ◆ The authority to determine the conditions for admission charges the Senate with defining the quality of the students entering the University at both graduate and undergraduate levels. This authority is exercised by the creation of minimum standards of eligibility for admissions that are uniform throughout the system.
- ◆ The authority to establish conditions for degrees and to supervise courses and curricula charges the faculty with the responsibility to monitor the quality of the educational programs that students must complete to earn their degrees and to maintain the quality of the components of those programs.
- ◆ The authority to determine the membership of the faculty has two elements. The Senate has a responsibility to monitor the quality of the faculty who teach courses, who develop the educational program and who conduct research at the University of California. Faculty throughout the University are evaluated under a uniform set of criteria that are intended to maintain a level of excellence on each campus. Second, in order to ensure the quality of the faculty, the Senate monitors faculty welfare issues that affect recruitment and retention of high quality faculty.
- ◆ The authority to advise on the budget of the campuses and the University empowers the Senate to advocate budget allocations that channel resources into activities which enhance the academic programs of the University.
- ◆ The authority to advise on the administration of the libraries gives the faculty a voice in the maintenance of the basic intellectual infrastructure of the University.

- ◆ The authority to select a committee to approve publication of manuscripts of the University of California Press provides the faculty with supervisory control over the quality of the Press.
- ◆ The authority to conduct hearings in disciplinary cases charges the faculty with responsibility for enforcing standards of faculty conduct that are embodied in the Faculty Code of Conduct and other policies of the University.

## ORGANIZATION OF THE ACADEMIC SENATE

The basic structure of the Academic Senate, and the identity of its principal standing committees, evolves from the authorities and responsibilities delegated to the Senate by the Board of Regents. Note that while this paper principally addresses the organization of the system wide Academic Senate, organizational structures of the divisional senates on each of the nine campuses generally parallel the organization of the system wide Senate.

The ultimate policy authority of the Senate resides in the Assembly of the Academic Senate. The Assembly consists of elected representatives from each of the campuses plus the chairs of each of the divisional senates and the system wide officers. Although the Assembly is regularly scheduled to meet three times per year, it only is required to meet annually.

The Academic Council may loosely be described as the executive body of the Academic Senate. The Academic Council is charged with advising the President on behalf of the Assembly. The Academic Council includes the chairs of the most significant Senate committees, principally those committees directly charged with executing the responsibilities delegated to the Senate by the Board of Regents. Thus, in addition to its chair and vice-chair, who are also the chair and vice-chair of the Assembly, the Academic Council includes the chairs of the Board of Admissions and Relations with Schools, the University Committee on Educational Policy, the Coordinating Committee on Graduate Affairs, the University Committee on Academic Personnel, and the University Committee on Planning and Budget. In addition, the chairs of each of the divisional senates are members of the Academic Council. In recent years the Academic Council has been expanded to include the Committees on Research and Affirmative Action and Diversity. The Academic Council meets eleven times a year on a monthly basis, with special meetings as the need arises. The President and senior officers of the University regularly attend the meetings of the Academic Council to discuss issues of system wide interest.

Each of the standing committees represented by its chair on the Academic Council includes representatives from corresponding committees at each campus. Thus, as issues percolate up to the Academic Council, the Council has the benefit of the review of literally hundreds of University of California faculty participating through the various levels of the Senate governance structure. Faculty participate in these activities, almost universally without additional compensation, as a part of their responsibility to the University motivated by their dedication to the well-being of the institution.

The functions of the principal standing committees of the Senate are tied to the authority delegated to the Senate by the Board of Regents.

- ◆ With respect to undergraduate admissions, conditions for admission and admissions policies are reviewed and established by the Board of Admissions and Relations with Schools (BOARS). The divisional senates generally maintain parallel admissions committees. Graduate admissions are monitored by the Coordinating Committee on Graduate Affairs (CCGA). The divisional senates generally refer to the parallel divisional committee as the Graduate Council.
- ◆ Conditions for undergraduate degrees and regulations relating to the undergraduate education program are established and reviewed by the University Committee on Educational Policy (UCEP) and its counterparts on each campus. While there is no corresponding system wide committee, individual course approvals are the responsibility of divisional courses committees. The Coordinating Committee on Graduate Affairs is responsible for the approval and periodic review of all graduate programs, including professional programs.\*
- ◆ Policies and procedures for determining the membership of faculties, and more importantly, policies for the advancement of faculty members, are under the jurisdiction of the University Committee on Academic Personnel (UCAP). The divisional committees on academic personnel at the campuses review merit and promotion recommendations for individual faculty members. The University Committee on Faculty Welfare (UCFW) advises the Senate and the administration on benefit programs and other welfare issues affecting faculty. Under the bylaws of the Academic Senate, membership in individual departments is subject to approval by the faculty in the individual departments.
- ◆ Consultation with the President on the budget is the responsibility of the University Committee on Planning and Budget (UCPB). Corresponding planning and budget committees advise the Chancellors on each campus. In addition, because budget allocations directly affect research support, the chair of the University Committee on Research Policy (UCORP), is an ex-officio member of UCPB.
- ◆ Library matters are considered by the University Committee on Libraries.
- ◆ Manuscripts for the U.C. Press are approved by the Editorial Committee.
- ◆ Hearings in disciplinary cases are conducted by the divisional Committees on Privilege and Tenure. There is also a University Committee on Privilege and Tenure which meets to consider system wide issues concerning disciplinary process. The privilege and tenure

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\* The procedures for system wide approval of program or degree establishment, disestablishment or consolidation are contained in a compendium for program review prepared by the Academic Planning Council and the Academic Senate. The compendium is available on-line through the University of California home page.



committees also consider grievance matters raised by individual faculty members who believe that they have been denied faculty privileges as specified in University policies. Grievance cases include claims by faculty that they have been judged in a merit or promotion case according to inappropriate criteria.

The reports and recommendations of all of the Senate committees are reviewed by the Academic Council which reconciles conflicting points of view and reflects the positions of the divisional senates. The Academic Council thus becomes a focal point for system wide faculty input into policy issues before the University. Through the broad participation of faculty from every campus on the principal standing committees, the Academic Council has developed a system wide perspective on most University issues that is not reflected in any other body within the University structure. Regular consultation at the Council meetings with the senior officers of the University provides an opportunity for both parties to formulate policy positions that reflect the perceived interests of both groups. Indeed, as the next section demonstrates, the leadership of the Academic Senate is regularly engaged with the Administration in almost all aspects of the University.

#### **ACADEMIC SENATE/ADMINISTRATION INTERFACE**

The chair and vice-chair of the Assembly and Academic Council, along with almost all of the chairs of the standing committees that are represented on the Academic Council, are in regular consultation with members of the system wide administration through a variety of system wide committees and task forces. Some of these relationships are through formal standing committees of the University, others are through ad hoc committees and task forces appointed to resolve a particular issue. A partial listing of these relationships includes the following --

- ◆ Board of Regents: The chair and vice-chair of the Assembly and Academic Council sit on the Board of Regents as non-voting faculty representatives.
- ◆ President and Provost: The chair and vice-chair of the Academic Council meet individually, once a month, with the President, the Provost, the Senior Vice President for Business and Finance, and the Vice-Provost for Research, among others, to discuss issues of immediate concern and develop a common agenda.
- ◆ Executive Budget Committee: The chair and vice-chair of the Academic Council are members of the Executive Budget Committee which advises the President on the development and allocation of the University Budget. The Executive Budget Committee is chaired by the Provost and includes the vice presidents with budget responsibilities and two Chancellors.
- ◆ Academic Planning Council (APC): The chair and vice-chair of the Academic Council, and the chairs of UCEP, UCPB, and CCGA are members of this system wide academic planning body. The APC is chaired by the Provost. The chair of the Academic Council is the vice-chair of the APC. This group includes the vice-presidents for Agriculture and

Health, the Vice Provost for Research, a chancellor, an executive vice-chancellor, a vice-chancellor for student affairs, and two at-large faculty members, among others.

- ◆ President's Council on the National Laboratories: The chair and vice-chair of the Academic Council, and at least one other representative of the Academic Senate, are members of this group which advises the President on the management of the National Laboratories and has review responsibility of the Labs under the terms of the management contract with the Department of Energy. The Senate representatives also serve on the sub-panels of the Presidents Council including the National Security Panel and the Environmental Safety and Health Panel.
- ◆ Council on Research: The chair of the Academic Council, the chair of UCPB and the chair of UCORP are members of the Council of Research which is chaired by the Vice-Provost for research and includes the vice-chancellors of research from each campus.
- ◆ Search Committees: Either the chair or vice-chair of the Academic Council, or both, serve on almost all search committees for senior system wide university officers. Standing committee chairs often are also included on search committees. Under existing Regents procedures, the chair of the Academic Council serves on the faculty advisory committee to the Regents' Search Committee in the selection of the President. Traditionally, either the chair or the vice-chair of the Academic Council serves as the chair of this Faculty Advisory Committee.
- ◆ Task Forces and Special Projects: Chairs of Senate standing committees are regularly called upon to participate in the work of special committees. Recently these have included task forces to develop an affordability model for student financial aid, to review the faculty disciplinary procedures, to review part time professional degree programs and recommend policies, and to review the executive program, among others.

## **AN ASSESSMENT OF SHARED GOVERNANCE**

Critics of shared governance in the University of California generally raise two concerns; the faculty has too much power, and the process of faculty evaluation of proposals only contributes delay and inefficiency to the implementation of needed change.

The faculty of the University of California does indeed exercise great influence on the affairs of the University. Without the faculty there would be no prestigious research accomplishments. Without the faculty there will be no educational program. No central governing authority can direct an individual faculty member to the next great research breakthrough. Nor can a central governing authority direct individual faculty to inspire a classroom of undergraduates with the joy of the discovery of new knowledge. The governors and administrators of a university system must work to provide a supportive atmosphere that encourages creative people to perform at their highest level in a collective research and education enterprise. The faculty, through the Academic Senate, seek to advise the Board of Regents and the administration on the development of policies and procedures that will

enhance the research and education enterprise while maintaining appropriate standards of conduct with necessary and reasonable oversight.

Shared governance provides the faculty with a mechanism to participate in the development of policy to guide the University in its continuing quest for excellence in all of its missions. The faculty's sense of participation in the collective endeavor creates a collective responsibility of ownership among the faculty for the University's academic programs. With that responsibility comes a culture that seeks to nourish the values of excellence and academic freedom which are the hallmarks of a successful institution of higher education. Removing the faculty from meaningful participation in governance would deprive the University of one of the principal forces driving its constant progress towards higher quality results in its teaching, research and service.

The relationship between the Academic Senate and the administration, both system wide and on the campuses, has evolved over the past few years into a partnership that works to bring the faculty into decision making processes at the formulation stage. The faculty becomes a partner with the administration in working out common ground from which to face the challenges of the times. Standing on that common ground, it becomes difficult for one side or the other to pull the rug out from under a policy direction. Without mutual participation in decision making the faculty and the administration would stand apart on opposite sides of a table unproductively complaining each about the recalcitrant position of the other as is the case in some universities with a unionized faculty.

Clearly the consultation inherent in shared governance is a difficult and time consuming process for all participants. The time devoted to consultation undoubtedly delays implementation of what proponents always believe is a good idea. However, the University of California is too complex of an institution to be managed by a central authority. The filter of other minds, and the tests of experience broader than that of a few people more often than not adds value to the formulation of a proposal. In many cases, consultation has thwarted unwise ideas. Examples may also be found of bad decisions that may have been prevented with broader consultation with affected groups. Overall, we enhance our collective skills by reaching out to broad constituencies for participation in governance.

That is not to say that the processes of consultation and shared governance cannot be improved nor made to function more efficiently. Like any dynamic organization, the Academic Senate must be responsive to change through an ongoing evaluation of its organizational structure with an eye to streamlining its operations. That is a continuing challenge to Senate leadership.



# EXHIBIT 23

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# Rights and Responsibilities Related to Free Expression

OCTOBER 2, 2023

Dear Bruin Community:

Echoing Chancellor Block's welcome message (<https://chancellor.ucla.edu/messages/a-warm-welcome-at-the-start-of-the-academic-year>) last week, we wish to express our high hopes that the new academic year will be one of learning and growth for Bruins across our institution.

In a vibrant and diverse community such as this one, much of that learning and growth will come from engagement with viewpoints different from our own and ideas we may not readily understand. Our minds are stimulated and stretched when we grapple with new concepts, new perspectives, new questions and new ways of thinking. While this can be uncomfortable, it is also what helps us consider fresh ways of looking at an issue, refine our positions and develop our worldview. Ultimately, this process advances truth and understanding.

It is for these reasons that we lift up the free expression of ideas as fundamental to our academic mission. Aside from an institutional value, it is also a right: As a public university, UCLA is barred by the Constitution from prohibiting speech or other forms of expression based on the viewpoint of the speaker. The right to freedom of speech secured by the First Amendment is held by students, faculty and staff as well as visitors who are invited to speak at UCLA by registered campus organizations, academic departments and the like. UCLA is bound by the First Amendment even in cases in which the speaker may present offensive or hateful ideas.

In such cases, to be sure, UCLA's commitment to freedom of expression may sit uneasily beside our commitments to equity, diversity and inclusion. This can create tension — or even distress — when one person's speech causes concern or deeply offends another person or group.

UCLA's [Principles of Community \(PDF\)](https://www.ucla.edu/pdf/principles-of-community.pdf) (<https://www.ucla.edu/pdf/principles-of-community.pdf>) and our [True Bruin Values](https://click.bp.e.ucla.edu/?qs=53a4f7a96cc93668d45d42eca11ef75bf5b038cdf9530e8dad0048ac8425d19f749b4bf5c79e6b13ecaba7b447c58b8533afb0bf8bec58e7) (<https://click.bp.e.ucla.edu/?qs=53a4f7a96cc93668d45d42eca11ef75bf5b038cdf9530e8dad0048ac8425d19f749b4bf5c79e6b13ecaba7b447c58b8533afb0bf8bec58e7>) exist to help create the conditions that enable Bruins to engage across difference while maintaining a culture of respect. They remind us that while we can and should debate ideas — and we certainly will, especially as we gear up for the U.S. presidential race in 2024 — we must never attack one another's fundamental humanity. They ask us to embrace the aim of a university education and rely on facts, evidence, reason and principled, respectful discourse in all our discussions and debates.

These values are modeled in UCLA's [Dialogue Across Difference initiative](https://evcp.ucla.edu/priorities) (<https://evcp.ucla.edu/priorities>), which you will be hearing more about this fall, and which will bring Bruins of all kinds together for public events, trainings, workshops and programs inside and outside of the classroom.

People in a diverse community like ours will never agree on everything — nor should we. But agreeing on how to disagree is still important. Agreeing to debate ideas instead of trading insults, to seeing one another with empathy and curiosity rather than hostility or contempt, to trying to engage rather than just enrage — all of this can help us conduct healthy debates where passion and compassion co-exist.

If we approach one another with respect and empathy as a foundation, our discussions and disagreements will not create rifts; they will help us grow as people and advance knowledge and truth.

Sincerely,

**Darnell Hunt**  
Executive Vice Chancellor and Provost

**Monroe Gorden, Jr.**  
Vice Chancellor for Student Affairs

**Mitchell Chang**  
Interim Vice Provost for Equity, Diversity and Inclusion

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# EXHIBIT 24

GENERAL UNIVERSITY POLICY  
REGARDING ACADEMIC APPOINTEES  
University Policy on Faculty Conduct and the Administration of Discipline

DRAFT  
APM - 016

## **General University Policy Regarding Academic Appointees: APM - 016 - University Policy on Faculty Conduct and the Administration of Discipline**

### **University Policy on Faculty Conduct and The Administration of Discipline**

The University policy on faculty conduct and the administration of discipline is set forth in its entirety in this policy and in the Faculty Code of Conduct.

#### **Section I -- Introduction and General Policy**

This policy, as recommended by the President of the University and approved by The Regents on June 14, 1974, November 15, 2001, and March 15, 2017, supersedes the President's interim statement on the same subject, issued on January 15, 1971. The present policy is to be read in conjunction with the Faculty Code of Conduct.

The Faculty Code of Conduct is set forth in [APM - 015](#). Part I of the Faculty Code of Conduct notes the responsibility of the administration to preserve conditions that protect and encourage the faculty in its central pursuits. Part II defines normative conditions for faculty conduct and sets forth types of unacceptable faculty conduct subject to University discipline. Part III makes recommendations and proposes guidelines to assure the development of fair procedures for enforcing the Code.

Nothing in the Faculty Code of Conduct, or in this policy, is intended to change the various authorities and responsibilities of the Academic Senate, the administration, and The Regents as currently set forth in The Regents' Bylaws, the policies and regulations of the University, and the Bylaws and Regulations of the Academic Senate.

The Faculty Code of Conduct explicitly does not deal with policies, procedures, or possible sanctions pertaining to strikes by members of the faculty. These are covered by Regental and administrative policies external to the Code.

Except for the matter of strikes, and with recognition that Part III of the Faculty Code of Conduct consists of mandatory principles and recommendations to the Divisions of the Academic Senate and the campus administrations, the Faculty Code of Conduct, as set forth in [APM - 015](#), is the official basis for imposing discipline on members of the faculty for professional misconduct.

With respect to the imposition of disciplinary sanctions, the Faculty Code of Conduct deals only with the professional responsibilities, ethical principles, and standards of conduct that pertain to the professional obligations of faculty members. No disciplinary sanctions described in this policy may be imposed on faculty members other than through the procedures pursuant to this policy and the Faculty Code of Conduct. In addition, faculty members may be subject to certain administrative actions which are outside the scope of faculty discipline. For example, like all other members of the University community, faculty

GENERAL UNIVERSITY POLICY  
REGARDING ACADEMIC APPOINTEES  
University Policy on Faculty Conduct and the Administration of Discipline

DRAFT  
APM - 016

members are subject to the general rules and regulations of the University such as those pertaining to parking, library privileges, health and safety, and use of University facilities. Faculty are subject to appropriate administrative actions for failure to comply with such rules and regulations. Another example applies to faculty members serving in administrative appointments who are subject to administrative actions for misconduct in their role as administrators. Faculty members serving in administrative roles may be subject to disciplinary sanctions under this policy, in addition to administrative actions, if the faculty member's misconduct in the role of an administrator also violates the ethical and professional standards for faculty set forth in the Faculty Code of Conduct.

To maintain consistency in the future between the Faculty Code of Conduct, if it should be further amended by the Academic Senate, and any new or changed Regental or administrative policies relating to faculty conduct that might be adopted, the President will consult with appropriate agencies of the Academic Senate, and will undertake to facilitate any needed joint action by the Senate and The Regents or the administration.

Authority for discipline derives from The Regents. The Regents have made the Chancellor of each campus responsible for discipline on the campus ([Regents' Bylaw 31](#)), subject to certain procedures and safeguards involving the President and the Academic Senate ([Regents' Bylaws 30, 31, and 40](#)).

This policy regarding faculty discipline requires a spirit of active cooperation between the administration, as embodied by the Chancellor, and the Academic Senate. In case of disagreement between the administration and the faculty over the interpretation or application of the Faculty Code of Conduct, conflicts will be resolved on a case-by-case basis, with the fullest consideration given to peer judgments achieved through procedures for discipline. In cases where a Chancellor's tentative decision regarding the imposition of discipline on a faculty member disagrees with the recommendation of the Divisional Committee on Privilege and Tenure, the Chancellor shall inform the Chair of the Committee on Privilege and Tenure in writing that the Chancellor may disagree and ask if the Chair would like the Chancellor to meet with the Chair or with the whole committee prior to making a final decision or recommendation.

Disciplinary action is to be distinguished from certain other administrative actions taken as the result, not of willful misconduct but rather, for example, of disability or incompetence. The administration naturally bears the responsibility of assuring that the University's resources are used productively and appropriately. In meeting this responsibility, administrators must occasionally take actions which resemble certain disciplinary sanctions but which are actually of an entirely different character. These actions are subject to separate procedures with due process guarantees and should not be confused with disciplinary action with its implications of culpability and sanction. [APM - 075](#) on Termination for Incompetent Performance articulates the conditions under which faculty members with tenure or security of employment may be terminated for incompetent performance.



GENERAL UNIVERSITY POLICY  
REGARDING ACADEMIC APPOINTEES  
University Policy on Faculty Conduct and the Administration of Discipline

DRAFT  
APM - 016

**Section II -- Pause on Academic Review Actions**

At the beginning of a formal investigation of alleged misconduct by a faculty member, if the Chancellor (or Chancellor's designee) finds that any of the alleged misconduct is relevant to the assessment criteria for academic personnel review actions, the Chancellor (or the Chancellor's designee) may impose a no-fault pause on any current or future academic personnel action (e.g., for merit, promotion, or advancement) of that faculty member. The faculty member will receive confirmation from the Chancellor (or the Chancellor's designee) that the no-fault pause is in place.

The no-fault pause on any current or future academic personnel review action of the faculty member shall end when the investigative and disciplinary processes are concluded; in the event of a disciplinary process following a formal investigation, the no-fault pause shall end when a final decision is made whether to impose disciplinary sanctions. The academic personnel review process may then proceed according to campus procedures. If the investigative and disciplinary processes are not concluded by the beginning of the faculty member's eighth year of service at the rank of Assistant Professor (or a combination of equivalent titles), the Chancellor is authorized to recommend to the President that the appointment be extended beyond the eighth year in accordance with [Regents Bylaw 40.3\(c\)](#).

Locations are responsible for developing procedures to implement this Section, including, but not limited to, local procedures to address at what stage in existing local procedures the pause occurs, as well as identification of which campus office(s) have responsibility to provide written confirmation of the no-fault pause to the faculty member, to give a faculty member under investigation periodic updates on the status of the investigation, and to notify relevant administrators of the beginning and end of a no-fault pause on the faculty member's current or future academic personnel review actions.

**Section III -- Types of Disciplinary Sanctions**

The types of discipline that may be imposed on a member of the faculty are as follows, in order of increasing severity: written censure, reduction in salary, demotion, suspension, denial or curtailment of emeritus status, and dismissal from the employ of the University. In any disciplinary proceeding, the Chancellor may not impose a type of discipline more severe than that which was set forth in a written notice of proposed disciplinary action to the faculty member. The Chancellor may impose additional appropriate remedial or corrective sanctions not set forth in this Code only with the consent of the accused faculty member. More than one disciplinary sanction may be imposed for a single act of misconduct, e.g., a letter of censure and a suspension. The Chancellor may remove or terminate a sanction, either automatically or by administrative discretion, in individual cases. The severity and type of discipline selected for a particular offense must be appropriately related to the nature and circumstances of the case.

**1. Written Censure**

A formal written expression of institutional rebuke that contains a brief description of the censured conduct, conveyed by the Chancellor. Written censure is to be distinguished from an informal written or spoken warning, and must be delivered confidentially to the recipient and maintained in

GENERAL UNIVERSITY POLICY  
REGARDING ACADEMIC APPOINTEES  
University Policy on Faculty Conduct and the Administration of Discipline

DRAFT  
APM - 016

a designated personnel file or files indefinitely or for a lesser period of time specified in the writing. Informal written or spoken warning is not an official disciplinary action.

**2. Reduction in Salary**

Reduction to lower salary without change in rank or step. The authority to reduce the salary of any faculty member rests with the Chancellor. This authority may not be redelegated. The amount and duration of the reduced salary shall be specified.

**3. Demotion**

Reduction to lower rank or step with corresponding reduction in salary. Demotion as a disciplinary action should be imposed in a manner consistent with the merit based system for advancement. Generally, demotion is an appropriate sanction when the misconduct is relevant to the academic advancement process of the faculty member. The authority to reduce the rank of a faculty member who does not have tenure or security of employment rests with the Chancellor. The authority to reduce, within rank, the step of any faculty member to a lower step rests with the Chancellor. This authority may not be redelegated.

Authority for demoting a faculty member with tenure or with security of employment to a lower rank, also with tenure or with security of employment, rests with the President, on recommendation of the Chancellor. Demotion of a faculty member with tenure or with security of employment to a lower rank without tenure or security of employment is not an option.

**4. Suspension**

Suspension of a faculty member without pay for some stated period of time from the continuance of the appointment on its normal terms. Unless otherwise noted, the terms of a suspension will include loss of normal faculty privileges such as access to University property, participation in departmental governance, voting rights, administration of grants, supervision of graduate students, and use of University administrative staff, and may include loss of other campus privileges such as parking and library privileges. The degree and duration of the suspension shall be specified. Authority for the suspension of a faculty member rests with the Chancellor and may not be redelegated. Suspension as a disciplinary action is to be distinguished from involuntary leave, which is a precautionary action.

**5. Denial or Curtailment of Emeritus Status**

Denial or curtailment of current or future emeritus status of a faculty member, including the privileges associated with the emeritus status. The denial or curtailment of emeritus status does not affect the faculty member's entitlement to earned retirement benefits. Authority for the denial or curtailment of emeritus status of a faculty member rests with the President, on recommendation of the Chancellor.

GENERAL UNIVERSITY POLICY  
REGARDING ACADEMIC APPOINTEES  
University Policy on Faculty Conduct and the Administration of Discipline

DRAFT  
APM - 016

**6. Dismissal from the Employ of the University**

The Chancellor has authority to dismiss a faculty member who does not have tenure or security of employment. This authority may not be redelegated. Authority for dismissal of a faculty member who has tenure or security of employment rests with The Regents, on recommendation of the President, following consultation with the Chancellor.

Prior to the imposition of any disciplinary sanction(s) as described above, the Chancellor may waive or limit any or all disciplinary sanction(s) on the condition that the accused faculty member performs some specified action(s) designed to address the harm and/or to prevent future harm. Such actions may include, but are not limited to, monetary restitution, repayment of misappropriated resources, compliance with a commitment not to repeat the misconduct, or other act to make whole injury caused by the faculty member's professional misconduct or to prevent future misconduct.

If the imposition of a disciplinary sanction is waived, the subsequent failure to perform the required act or otherwise comply with the conditions of the waiver will immediately subject the faculty member to the implementation of the underlying sanction without an additional hearing. The authority to determine whether the faculty member has complied with the conditions of the waiver rests with the Chancellor. The Chancellor may designate a fixed time period for compliance with the terms of the waiver, after which the authority to impose discipline will lapse. If a faculty member disputes the Chancellor's determination, the faculty member may grieve under applicable faculty grievance procedures.

A Chancellor is authorized to initiate involuntary leave with pay prior to, or at any time following, the initiation of a disciplinary action if it is found that there is a strong risk that the accused faculty member's continued assignment to regular duties or presence on campus will cause immediate and serious harm to the University community or impede the investigation of wrongdoing, or in situations where the faculty member's conduct represents a serious crime or felony that is the subject of investigation by a law enforcement agency. When such action is necessary, it must be possible to impose the involuntary leave swiftly, without resorting to normal disciplinary procedures. In rare and egregious cases, a Chancellor may be authorized by special action of The Regents to suspend the pay of a faculty member on involuntary leave pending a disciplinary action. This is in addition to the Chancellor's power to suspend the pay of a faculty member who is absent without authorization and fails to perform duties for an extended period of time, pending the resolution of the faculty member's employment status with the University. Thereafter, the faculty member may grieve the decision to place the faculty member on involuntary leave pursuant to applicable faculty grievance procedures. The Divisional Committee on Privilege and Tenure shall handle such grievances on an expedited basis if so requested by the faculty member; the Committee may recommend reinstatement of pay and back pay in cases where pay status was suspended. Within 5 (five) working days after the imposition of involuntary leave, the Chancellor must explain to the faculty member in writing the reasons for the involuntary leave including the allegations being investigated and the anticipated date when charges will be brought, if substantiated.

Every such document must include the following statements: (1) the Chancellor has the discretion to end the leave at any time if circumstances merit; (2) the involuntary leave will end either when the allegations



GENERAL UNIVERSITY POLICY  
REGARDING ACADEMIC APPOINTEES  
University Policy on Faculty Conduct and the Administration of Discipline

DRAFT  
APM - 016

are resolved by investigation or when disciplinary proceedings are concluded and a decision has been made whether to impose disciplinary sanctions; and (3) the faculty member has the right to contest the involuntary leave in a grievance proceeding that will be handled on an expedited basis, if so requested by the faculty member.

**Section ~~III~~IV -- Procedures for Imposition of Disciplinary Sanction**

Safeguards against arbitrary or unjust disciplinary actions, including provision for hearings and appeals, are well established in the University.

The Regents' Bylaws provide that actions of certain types, some of them disciplinary in character, may not be carried out without the opportunity of a prior hearing before, or without advance consultation with, "a properly constituted advisory committee of the Academic Senate" (Regents' Bylaws 30, 31, and 40.3).

The Academic Senate has established Committees on Privilege and Tenure in each of the nine Divisions. The composition and duties of these committees are defined by the Academic Senate. One of the traditional roles of the Divisional Committees on Privilege and Tenure is to conduct hearings on disciplinary charges initiated by the Chancellor under this policy and make findings of fact and recommendations to the Chancellor regarding proposed disciplinary sanctions. The procedures for disciplinary hearings are set forth in [Academic Senate Bylaw 336](#).

Another traditional role, to be distinguished from the conduct of disciplinary hearings, is to consider grievances by members of the Academic Senate regarding their rights and privileges as faculty members. The procedures for considering grievances are set forth in [Academic Senate Bylaw 335](#). A disciplinary action is distinguished from a grievance action in that a disciplinary action generally is commenced by the administration against a faculty member based on charges that the faculty member has violated the Faculty Code of Conduct. A grievance action is initiated by a faculty member who believes that he or she has suffered injury as the result of a violation of the faculty member's rights or privileges. A grievance action specifically requests the administration to take appropriate action to eliminate or mitigate the faculty member's injury. A grievance alleging misconduct by another member of the Academic Senate may result in disciplinary proceedings commenced against that faculty member.

The Faculty Code of Conduct applies to all faculty members, Senate and non-Senate. For members of the Academic Senate, the procedures for disciplinary actions are governed by Senate Bylaws and Divisional rules. For academic appointees who are not members of the Academic Senate (and this group includes certain categories of faculty members) there are procedures for disciplinary actions separate from that of the Senate's committees. Those procedures are found in [APM - 150](#) and relevant collective bargaining agreements or Memoranda of Understanding.

The Faculty Code of Conduct also applies to faculty members holding administrative appointments. Faculty members serving as administrators may be subjected to disciplinary action under this Code for professional misconduct in their administrative role that violates the ethical principles and falls within the types of unacceptable conduct set forth in this Code. A disciplinary action against a faculty member holding an administrative title may proceed in two parts. One part involves the removal of an

GENERAL UNIVERSITY POLICY  
REGARDING ACADEMIC APPOINTEES  
University Policy on Faculty Conduct and the Administration of Discipline

DRAFT  
APM - 016

administrative title or other administrative action under procedures established by The Regents and the administration. Such action need not adhere to the disciplinary procedures set forth in this policy. The other part involves the proposed imposition of any type of disciplinary sanction set forth in this policy, which must proceed in accordance with the procedures for discipline outlined in the Faculty Code of Conduct and the applicable Senate Bylaws and Divisional rules. The removal of the administrative title or other administrative action does not preclude or require the imposition of a disciplinary sanction under this policy. Administrative incompetence does not in itself constitute a violation of the Faculty Code of Conduct.

It is the responsibility of each Chancellor to establish procedures for the administration of discipline on the campus, in consultation with the campus Division of the Academic Senate and such other advisory groups as are appropriate. No disciplinary sanction for professional misconduct shall be imposed except in accordance with specified procedures. It is not essential that the procedures be identical on every campus. It is important, however, that the same basic principles and standards prevail throughout the University. Requirements and recommendations for developing campus disciplinary procedures pursuant to this policy are set forth in the Faculty Code of Conduct and the Senate Bylaws. Chancellors are to keep the President informed about campus procedures and to report any significant changes made in such procedures. The President will consult periodically with the Chancellors and the Academic Senate about procedures that are being employed in order to assure equitable standards for discipline throughout the University.

### Revision History

#### XXX XX, 2024:

- Substantive revision to include no-fault pause at onset of investigation of allegations of misconduct.

#### April 20, 2022:

- Technical revisions to update references to Regental governing documents.

#### September 23, 2020:

- Technical revision to remove gendered language.

For details on prior revisions, please visit the [Academic Personnel and Programs website](#).

# EXHIBIT 25



UCLA Black, Latinx, and Native American (BLNA) Faculty Collective of the David Geffen School of  
Medicine (DGSOM)

UCLA BLNA Letter in Support of Students, Faculty and Broader Bruin Community Subject to Emotional  
and Physical Violence During the Past Week's Events




**Statement from the UCLA Black, Latinx, and Native American (BLNA) Faculty Collective of the David Geffen School of Medicine (DGSOM) in Support of Students and Faculty and Broader Bruin Community Subject to Emotional and Physical Violence During the Past Week's Events**

The UCLA BLNA community, comprised of physicians, healthcare providers, and faculty affiliated with the David Geffen School of Medicine (DGSOM), would like to share our solidarity with students, trainees, staff, and fellow faculty who experienced inexplicable violence on April 30th and May 1st. The peaceful Palestinian Solidarity Encampment faced two waves of brutality, first at the hands of unchecked agitators and then by uniformed officials. We are especially distraught, having already seen months of division within our community and the silencing of individuals exercising their First Amendment rights in support of peace and compassion. Collectively, these events have fractured our UCLA community, impaired the search for truth that we aspire to in academia, and damaged our collective sense of safety and freedom.

The demonstrations that began on April 26th were overwhelmingly peaceful, giving us pride as members of the Bruin community, and were recognized as such by university leadership. Through the morning of April 30, we witnessed continuous university messaging on its commitment to a longstanding legacy of peaceful protests and ensuring students' First Amendment rights. Later that afternoon, without much explanation, President Drake and Chancellor Block suddenly declared the peaceful student encampments as "unlawful" and "unauthorized." This was coordinated with increased security personnel and UC security/police presence but lacked basic protection for the well-being of students and faculty. That same night, attackers, including self-identified white supremacists and members of other right-wing organizations, were permitted to act violently and without restraint. Instead of protecting our students, the university police stood back, simply watched, filmed, and failed to stop the unrelenting violence against its students, staff, and faculty in the encampment over several hours. The world watched live newscasts for HOURS as the encampment had firework projectiles launched into it and as its students, staff, and faculty were being beaten, sprayed, and assaulted.

Many of our DGSOM medical students, residents, and DGSOM faculty served as first responders and provided emergency care for students, staff, and faculty and students who experienced physical injuries. They also continue to provide mental health and social support for the students despite experiencing trauma themselves. We have all witnessed media footage of the injuries, and it is incomprehensible why the UC security/police forces did not stop this violence that was clearly instigated by outside groups who are not affiliated with UCLA. Even worse was the LAPD's excessive and traumatizing response on May 1st, when they dismantled the encampment and arrested over 200 of our students, staff, and faculty members while—seemingly finishing the job of the outside attackers from the night before. A campuswide announcement was made for everyone to safely return to campus on May 6. Still, that morning, 43 students, journalists, and legal observers were arrested on campus for alleged conspiracy to commit burglary. And yet, none of the outside attackers have been brought to justice, despite at least one individual proudly identifying themselves and publicly posting footage of their attack on our students, staff, and faculty. Although university leadership has opened a law enforcement investigation surrounding last week's event and opened a new Office of Campus Safety, the leadership has not taken accountability for their actions and how they have infringed upon students' and faculty's freedom of speech.

The events in the last two weeks are the latest in a pattern of less publicized and equally disturbing university inaction to protect its faculty. For months, we have witnessed personal and intellectual attacks on our faculty promoting core university values (e.g., fostering an environment of mutual respect and promoting health equity). We want to highlight the importance now more than ever of ensuring an inclusive and equity-minded environment that is critical to support the safety and sense of belonging, especially of those from marginalized and oppressed groups. Inclusivity and equity are needed for diversity to thrive, to promote the reunification of our Bruin community, and to ensure the safety of members of our community, including Jewish, Arab, and Muslim students. A  is against these principles of inclusivity for those marginalized, as well as selective support for freedom of speech, have deeply divided our campus and the surrounding community, created a hostile environment for



students and faculty and sent a message that some groups are more deserving of safety than others. This is in the context of the ongoing global unrest, wars, and famine, including famine in Gaza, violence against Palestinian civilians in the West Bank, the still missing Israeli hostages, and the collective punishment that Palestinian civilians are experiencing. These events have been psychologically traumatic for many students, trainees, staff, and faculty, many of whom identify as Jewish and Palestinian. Equally concerning is the ill-intended attempt to equate criticism of the indiscriminate actions of the Israeli military and a foreign government with antisemitic sentiments or to equate the indiscriminate action of Hamas with the views and position of all Palestinian people. The attempts to silence students, staff, and faculty who support the return of all hostages as well as famine relief and a ceasefire of the indiscriminate bombing of Palestinian civilians with the labeling of such sentiments as being antisemitic only exacerbates and creates new divisions and stifle civil discourse that could bring all communities closer and foster a sense of physical, emotional, and intellectual safety for all.

Some of our students, trainees, staff, and faculty migrated to the US from totalitarian regimes and have lived without freedom of speech and with frank violations of human and civil rights. The events of this last week to "silence voices for peace," with a response of institutionally supported violence, have been deeply disappointing and reminiscent of the actions of those same totalitarian governments that we hold as cautionary tales. The experiences are re-traumatizing for many UC students, trainees, staff, and faculty. **The inability of The Regents of the University of California to ensure the physical, emotional, and intellectual safety of ALL students, trainees, staff, and faculty has made us lose trust in the university leadership's ability to protect and safeguard the safety of ALL learners, staff, and faculty alike.**

As faculty members of UCLA and UCLA Health System, we work tirelessly to ensure the health and safety of all individuals, both physical and emotional. We support the UC statement of inclusive excellence that **academic excellence is fed by a plurality of ideas, experiences, and perspectives**. Founded with a promise to make higher education available to all California citizens, the University of California draws strength and definition from diversity. We have profound disappointment that our students are being taught a different lesson - that the best way to address peaceful protests is with institutional violence. We know we can do better, and as such, we ask the following so we can take steps toward rebuilding trust and healing in our larger community:

- **Amnesty for all students and faculty arrested** and who participated in the encampment, and coverage of any associated medical and legal costs, plus coverage of lost property.
- **Thorough investigation of the administrative response to the 4/30/24 and 5/1/24 attacks** on demonstrators, with clear repercussions, including a request for the immediate resignation of university leadership.
- **Investigation** of the orders and action (or inaction) of UCLA security, campus police, and LAPD.
- **Formal acknowledgment and online publication of all letters and statements** released by the different departments and faculty members across campus.
- **That the UC meaningfully upholds the UC statement of inclusive excellence – "Academic excellence is fed by a plurality of ideas, experiences, and perspectives. Founded with a promise to make higher education available to all California citizens, the University of California draws strength and definition from diversity."**



Signed,

Juline Asamoah, MD

Mona AuYoung, PhD, MS, MPH

Carol Bennett, MD

Daniel Bradley, MD

Xavier E. Cagigas, PhD

Alejandra Casillas, MD, MSHS

Jacqueline Casillas, MD

Kacie D. Deters, PhD

Mirella Diaz-Santos, PhD

O. Kenrik Duru, M.D.

Nanibaa' Garrison, PhD

Arthur Gomez, MD, FACP

Alma Guerrero, MD, MPH

Nina Harawa, PhD, MPH

Marco A. Hidalgo, PhD

Hana Khidir, MD

Adys Mendizabal, MD, MS

Benjamin Meza, MD

Norweeta Milburn, Ph.D.

Keith Norris, MD, PhD

Ketema Paul, Ph.D.

Michael Robinson, MD

Evan Michael Shannon, MD, MPH

Karol Watson, MD, PhD

Lindsay Wells, MD

Gail E. Wyatt, PhD

# EXHIBIT 26

Statement from undersigned members of the Department of Asian Languages and Cultures in response to the UCLA administration's failures over the Student Encampment and Protests →

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(<https://www.alc.ucla.edu/news/statement-from-undersigned-members-of-the-department-of-asian-languages-and-cultures-in-response-to-the-ucla-administrations-failures-over-the-student-encampment-and-protests/>)

(<https://www.alc.ucla.edu>)

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# Statement from undersigned members of the Department of Asian Languages and Cultures in response to the UCLA administration's failures over the Student Encampment and Protests

Published: May 8, 2024

As members of the Department of Asian Languages and Cultures, we are both horrified and outraged by the UCLA administration's failure to protect our students and their right to free expression.

We condemn the administration first for not taking adequate steps to ensure the safety of students expressing their views on campus, and second for failing to respond immediately when a mob from outside campus took advantage of this neglect to carry out a violent attack on students on the night of April 30. We further condemn the administration's compounding of these failures in its callous request that militarized law enforcement clear out the encampment on the night of May 1, which left students injured by rubber bullets, stun grenades, and other physical abuse and resulted in hundreds of arrests of students, staff, and faculty members. Finally, we condemn the ongoing militarization and shutdown of campus in response to continuing protests,

## Recent News

Statement from undersigned members of the Department of Asian Languages and Cultures in response to the UCLA administration's failures over the Student Encampment and Protests  
(<https://www.alc.ucla.edu/news/statement-from-undersigned-members-of-the-department-of-asian-languages-and-cultures-in-response-to-the-ucla-administrations-failures-over-the-student-encampment-and-protests/>)

Film commissioned by UCLA professor earns spot at Directors' Fortnight in Cannes  
(<https://www.alc.ucla.edu/news/film-commissioned-by-ucla-professor-earns-spot-at-directors-fortnight-in-cannes/>)

In memoriam: Diego Loukota, specialist in Indian and Central Asian Buddhism, 'once-in-a-generation' intellect  
(<https://www.alc.ucla.edu/news/in-memoriam-diego-loukota-38-specialist-in-indian-and-central-asian-buddhism-once-in-a-generation-intellect/>)

Japanese Silent Film Tour 'The of the Benshi' to Debut at BAM  
(<https://www.alc.ucla.edu/news/japanese-silent-film-tour-the-of-the-benshi-to-debut-at-bam>)



including unjustified arrests on the morning of May 6 of students, faculty, journalists, and legal observers for supposed "Civil Disobedience" or "conspiracy to commit burglary." Many of our faculty grew up under repressive regimes in Asia and other parts of the world, and never expected the UCLA administration's rhetoric and actions to remind them so vividly of their youth. Our faculty, staff, and students are very diverse, including a large number of non-US residents, and we do not feel safe on campus.

The administration's actions have led to a breach of trust between the administration and the students, staff, and faculty of this campus. Our classes have been disrupted, and the fundamental mission of our public university has been compromised. Students, staff, and faculty feel betrayed and unsafe on campus, and are bewildered at the expectation that we seamlessly "pivot" to remote learning for the second half of the spring quarter so that the university administration may continue to criminalize peaceful protest.

We believe that the campus community deserves a thorough accounting of the administration's failure through an impartial, independent investigation, and that those found to be responsible for making these awful decisions should resign. At the same time, we are convinced that the failures that have so traumatized the campus are connected to broader systemic failures that permeate UCLA administration, and that much more is required than a simple switch of leadership.

We therefore demand the following:

1. An independent investigation into and full accounting of the actions and inactions of the UCLA administration, including its failure to protect the encampment from the violent attack, the decision to clear the encampment, and the militarization and shutdown of campus.
2. An independent investigation of UCPD, including their failure to prepare adequately for possible violence; their seeming unwillingness to protect students on the night of April 30th; their clearing of the encampment on May 2; and their arrest of students, journalists, and faculty under false pretenses ("conspiracy to commit burglary") on May 6.
3. An independent investigation into and public explanation of the events leading to the Jumbotron's installation; of why it was permitted to broadcast traumatizing content that violated Title IX policy at a volume so loud it could be clearly heard in offices and classrooms on the Royce quad all day and night from April 28 until May 2; and of why it was initially left in place after the encampment was cleared. This investigation must also clarify any connections that may exist between the Jumbotron sponsors and the violent attack against the encampment on April 30.
4. A public acknowledgement that the student protests had been overwhelmingly peaceful, that they did not disrupt campus/classroom access as stated in the letter sent by the Chancellor on May 2, and that any violence connected to the protest was created primarily by outside agitators and law enforcement.
5. The development of clear policies that assure and commit to protect the freedom of dissent and assembly, and the right to protest at UCLA in a safe environment and without fear of retaliation and violence.
5. A commitment to engage in good-faith discussions with students about their demands, and to consult properly with and take advantage of the expertise of the Academic Senate when taking momentous decisions that could have serious implications for the entire campus. In addition, we demand:

silent-film-tour-the-art-of-the-benshi-to-debut-at-bam/)

Translation, disinformation and Guggenheim Fellowship (<https://www.alc.ucla.edu/news/disinformation-and-a-guggenheim-fellowship-2/>)

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7. The dropping of any disciplinary actions against peaceful protesters (such as student suspensions and expulsions) or retaliation against employees).
3. Advocacy on the part of the university in support of the students, faculty, and staff within the legal system, including requests for charges to be dropped and help in securing and paying for legal representation.
3. Assistance with medical expenses associated with injuries sustained by student, staff, and faculty protesters as a result of the violence they suffered at the hands both of the mob that attacked them on April 30 and of the police.
2. A commitment to refrain from mobilizing external law enforcement against peaceful on-campus protesters.

Signatories:

- Julia Clark, Adjunct Assistant Professor
- Kun-Xian Shen (PhD candidate)
- Namhee Lee, Professor of Modern Korean History, ALC
- Michael Emmerich, Professor, ALC
- Guanrui Gong, PhD student
- Seiji Lippit, Professor, ALC
- Michiko Kaneyasu, Associate Professor, ALC
- Yuxuan Tay, PhD Student
- Shu-mei Shih, Professor, ALC
- Fang-Ru Lin, Ph.D. Candidate
- Anonymous
- Sung-Deuk Oak, Associate Professor
- Michael Berry, Professor, ALC
- Oona Paredes, Associate Professor
- Satoko Shimazaki, Associate Professor, ALC
- Min Li, Associate Professor
- Yee Rem Kim, PhD Student, ALC
- Gyanam Mahajan, Professor of Teaching (Academic Senate)
- Victoria Caudle, PhD Candidate, ALC
- Stephanie Jamison, Professor
- George Dutton, Professor
- Yinghui Wu, Assistant Professor, ALC
- Thu-huong Nguyen-vo, Professor
- Huijun Mai, Assistant Professor, ALC
- Hyun Suk Park, Assistant Professor, ALC
- Jennifer Jung-Kim, Lecturer
- Sixiang Wang, Assistant Professor, ALC
- Hanbeom Jung, PhD Student
- Hyowon Park, Graduate Student
- Seonkyung Jeon, Lecturer
- Zelin Min
- Anonymous
- Stephanie Balkwill, Assistant Professor, ALC
- Torquil Duthie, Professor, ALC
- Mathieu Berbiguier, Ph. D. Candidate

Anonymous

**PERB Received**  
**06/03/24 11:15 AM**

Jane Choi, Lecturer

Kanako Mabuchi, Graduate Student

Lin Du

Yuki Taylor, Lecturer

Yasmine Krings, PhD Candidate

Yueying Li

Hee Ju, Lecturer

Chuc Bui

Yoko Nogami, Lecturer

Yu-wen Yao, Lecturer, ALC

Anonymous

Paula R. Curtis, Yanai Initiative Postdoctoral Fellow

Charlotte Pu, Phd student

**Signature collection is ongoing**

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