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Personnel Policies for Staff Members

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Appendix I—Selected Presidential Policies

The following policies have Universitywide application to faculty, staff, applicants for employment, and students as described in the applicability section of each policy.

For additional information regarding these policies and/or their implementation procedures, please contact your [Human Resources Office](#).

I-1. Policy for Protection From Retaliation (Whistleblower Protection Policy)

October 4, 2002

The University of California is committed to protecting employees and applicants for employment from interference with making a protected disclosure or retaliation for having made a protected disclosure or for having refused an illegal order as defined in this policy. This policy is derived from the California Whistleblower Protection Act (Government Code Sections 8547-8547.12). Pursuant to this code section, a University employee may not:

- (1) retaliate against an employee or applicant for employment who has made a protected disclosure or who has refused to obey an illegal order, nor
- (2) directly or indirectly use or attempt to use the official authority or influence of his or her position or office for the purpose of interfering with the right of an applicant or an employee to make a protected disclosure to the University Auditor, the employee's immediate supervisor or other appropriate administrator or supervisor within the operating unit, the locally designated University official as defined in the University's Whistleblower Policy, or the State of California Bureau of State Audits about matters within the scope of this policy.

It is the intention of the University to take whatever action may be needed to prevent and correct activities that violate this policy.

Applicability: All Personnel and Applicants for
Employment

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