



## PPSM-14: Affirmative Action

<b>Rescission Date:</b>	11/20/2018
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<b>Contact:</b>	Systemwide Policy Office
<b>Email:</b>	<a href="mailto:PolicyOffice@ucop.edu">PolicyOffice@ucop.edu</a>

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### I. POLICY SUMMARY

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Please see attached rescission letter signed by the President.

If you have a question or comment, please contact the Systemwide Policy Office at [PolicyOffice@ucop.edu](mailto:PolicyOffice@ucop.edu)



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November 20, 2018

CHANCELLORS  
MEDICAL CENTER CHIEF EXECUTIVE OFFICERS  
LAWRENCE BERKELEY NATIONAL LABORATORY DIRECTOR  
VICE PRESIDENT—AGRICULTURE AND NATURAL RESOURCES


Dear Colleagues:

Enclosed are three policies that are being rescinded: *PPSM-12: Nondiscrimination in Employment*, *PPSM-14: Affirmative Action* and *BFB-G-39: Conflict of Interest (COI) Policy*, and *Compendium of Specialized University Policies, Guidelines and Regulations Related to COI*.

*PPSM-12* and *PPSM-14* are no longer needed as their provision language has been incorporated into the systemwide [Policy on Discrimination, Harassment, and Affirmative Action in the Workplace](#). All PPSM policies that reference PPSM 12 and 14 will be updated accordingly.

*BFB-G-39* is redundant and obsolete. It is simply a list of the existing University policies related to conflict of interest and the policy's updated substance is now in the [Guidance on Compendium of Conflict of Interest and Integrity Policies](#).

The rescissions of these three Presidential Policies are effective as of the date of this letter. These policies will no longer be available online. This letter will be posted online in their place at <http://policy.ucop.edu/>.

Yours very truly,  
  
Janet Napolitano  
President

Enclosures

Chancellors et al.  
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cc: Division Leaders  
Vice President for Systemwide Human Resources Duckett  
Director of Systemwide HR Policy and Chief of Staff to the Vice President Henderson  
Senior Counsel Morodomi  
Ethic, Compliance & Audit Chief of Staff Levintov  
HR Policy Specialist Norris  
Universitywide Policy Office