

Guidelines for managers for talking to employees about election results

UCOP is a diverse community, comprised of people reflecting a broad spectrum of backgrounds, cultures, values and political views. The outcome of the upcoming presidential election — whatever the results — is likely to stir up strong emotions among staff all along the political spectrum. Whatever one's personal political views are, it is important that all staff feel respected by their managers and UCOP leadership. The following are reminders and guidelines for managers in talking to and fielding questions from employees following the election.

Principles of community

UCOP is committed to promoting an environment that supports every person in an atmosphere of mutual respect, cooperation, professionalism, and fairness. Realization of this commitment requires awareness and active participation by every member of our community. Our Principles of Community include:

- *Open*: We believe that the exchange of ideas requires mutual respect and consideration of our differences.
- *Diverse*: We embrace diversity in all its forms and we strive for a community that fosters an open, inclusive and productive environment in an atmosphere of mutual respect.
- *Caring*: We practice mutual respect, trust and support to foster bonds that strengthen working relationships.

Emotional support for employees

- Employee support/discussion groups: As an organization, our goal is to acknowledge our employees' lived experiences while expressing empathy, respect and support. We understand that as a leader you may be wary of responding to current events. Managers should allow employees to join support/discussion groups as they wish.
- Faculty & Staff Assistance Program (FSAP): UCSF provides Faculty and Staff Assistance Program (FSAP) services for UCOP employees. The Faculty and Staff Assistance Program consists of Psychologists and Postdoctoral Interns. Services are voluntary, free, and confidential and include individual counseling, consultation to managers and supervisors, and assisting in the investigation of threats and violence within the workplace (Behavioral Intervention Team). Employees can learn more about the FSAP on the UCOP Human Resources website: <https://www.ucop.edu/local-human-resources/op-life/worklife-programs/faculty-staff-assistance-program.html>
- UCPath Center Employee Assistance Program (EAP): UCPath has partnered with Professional Resources to provide employee assistance services for UCPath Center employees. The EAP counselors are professionals with experience in a variety of fields. Services are voluntary, free, and confidential. Professional Resources also offers referral services, and assistance is available 24 hours a day, 365 days a year.