



Office of the Vice Provost for Academic
Personnel

900 University Avenue
2148 Hinderaker Hall
Riverside, CA 92521

Date: December 12, 2024
To: All Employees
From: Alex Najera, Associate Vice Chancellor/CHRO
Daniel Jeske, Vice Provost for Academic Personnel

Re: State Law Requirement for Employment and Campus Implementation

Dear Campus Community,

Recent developments in employment laws (Senate Bill 791 and Assembly Bill 810) that take effect in January 1, 2025 require applicants for all jobs to disclose employee misconduct issued within the last seven years. All UC campuses must apply these employment law provisions to all academic appointees, staff, student employees, and both athletic and academic volunteers.

Applicants for jobs at our campus will be informed that employment offers at UCR are contingent upon them clearing an employment misconduct review that starts with a disclosure questionnaire and possibly includes a reach out to their previous employer.

Our campus has already started to incorporate the new requirements into the hiring process for staff positions effective December 1, 2024 and will start implementing the requirements for academic positions on January 1, 2025. To assist in collecting Employment Misconduct Disclosures from final candidates and student employees, the campus is partnering with Systemwide HR to finalize a vendor for January 1, 2025 deployment.

Further communication from Central HR and the Academic Personnel Office about campus procedures to ensure compliance with California SB 791 and AB 810 requirements will be forthcoming.

For more information on SB 791 or AB 810, please click on the hyperlinks provided.

[SB-791 Postsecondary education: academic and administrative employees: disclosure of sexual harassment](#)
[AB-810 Postsecondary education: hiring practices: academic, athletic, and administrative positions](#)

Sincerely,

Alex Najera, Associate Vice Chancellor/CHRO

DocuSigned by:
Alex Najera
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Daniel Jeske

Daniel Jeske, Vice Provost for Academic Personnel