

UNIVERSITY OF CALIFORNIA, BERKELEY

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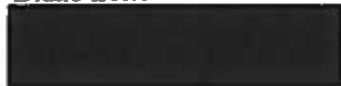
SANTA BARBARA • SANTA CRUZ

OFFICE OF THE VICE CHANCELLOR FOR RESEARCH
119 CALIFORNIA HALL #1500

BERKELEY, CALIFORNIA 94720-1500

December 22, 2011

Diane Leite



RE: Notice of Intent to take Disciplinary Action

Dear Ms. Leite,

This is a Notice of Intent to take disciplinary actions identified below, effective January 1, 2012:

- Removal of your Assistant Vice Chancellor title
- Reduction of your classification from Administrative Manager 3 (0549U: MSP 28) to Executive Advisor 5 (055U: MSP 27)
- Reduction of salary from \$188,531 annually to \$173,531 annually
- Removal of supervisory responsibilities for the calendar year 2012
- You will also be required to complete the University of California online sexual harassment training within 30 days of this notice

In addition, you will receive a written notice, which will be placed in your personnel file, that further violations of University policy may result in additional corrective action up to and including termination.

This Notice of Intent to Take Disciplinary Action is being issued because of your serious misconduct and unprofessional behavior. Specifically, you violated the University's Sexual Harassment Policy by failing to take effective steps to remove yourself from professional decisions regarding a subordinate employee with whom you engaged in a consensual romantic relationship from 2009 to late 2010 or early 2011. During this period of time the subordinate received multiple pay raises.

As a manager and a professional, you reasonably should have known that the conduct and performance described above was unacceptable and had the potential to create serious conflicts of interest and severely impact the operations of the RES department.

This action is being taken based on the findings of the attached Report of Investigation and Findings regarding Allegations of Violations of the University of California Sexual Harassment Policy. Please note that the attached Report has been redacted to remove information that is not relevant to this disciplinary action.

You have the right to respond to this Notice of Intent to take Disciplinary Action, either orally or in writing, no later than January 5, 2012. Please direct your response to

Edward J Denton
Vice Chancellor-Facilities Services
A&E Bldg., Rm. 5
Mail Code: 1380
510 643-7384
edenton@berkeley.edu

Sincerely,



Graham R. Fleming
Vice Chancellor for Research

cc: UC Berkeley Chancellor, Robert Birgeneau
Employee Relations Director, Debra Harrington
Skelly Officer, Edward Denton (without attachment)

Attachment: Redacted Report of Investigation and Findings regarding Allegations of Violations of the University of California Sexual Harassment Policy.

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OFFICE OF THE VICE CHANCELLOR FOR RESEARCH
119 CALIFORNIA HALL #1500

BERKELEY, CALIFORNIA 94720-1500

February 17, 2012

Diane A. Leite
Office of the Vice Chancellor for Research
200 California Hall
Campus

Dear Ms. Leite:

Please be advised that after consideration of your response to the corrective action proposed in my letter of December 22, 2011, I will move forward to implement the following actions effective March 1, 2012.

- Removal of your Assistant Vice Chancellor Title
- Reduction of your classification from Administrative Manager 3 (0549U: MSP 28) to Executive Advisor 5 (055U: MSP 27)
- Reduction of salary from \$188,531 annually to \$175,000 annually
- Removal of supervisory responsibilities for the calendar year 2012.

In addition, I will expect that you will complete the University of California online sexual harassment training by no later than March 31, 2012, and provide me with a printed certification of completion.

You may consult Policy 70 (Complaint Resolution) for your appeal rights in this matter.

Please see me if you have any questions.

Sincerely,


Graham Fleming
Vice Chancellor for Research

C: Personnel File