

## **California Assembly Bill (AB 2925) Supplemental Information for General Diversity, Equity and Inclusion Training Programs**

### **OVERVIEW**

In the fall of 2024, Governor Newsom signed into law California Assembly Bill 2925, which requested that the University of California include training to address discrimination against the five most targeted groups in the state, as determined by the annual “Hate Crime in California” publication by the Attorney General. The AB 2925 training content must be included as part of any general anti-discrimination training or diversity, equity, and inclusion training that is offered by the institution, except any trainings that solely address discrimination based on specific groups, including, but not limited to, age, disability or sexual orientation. This supplemental information is intended to assist locations in adding this content into related existing trainings they oversee.

The university has policies and resources for preventing and responding to harassment, discrimination and hate. This handout provides information regarding UC Anti-Discrimination Policy, the five most targeted groups in California, reporting options and resources. This content is meant to supplement general diversity, equity and inclusion trainings that are offered by the institution to comply with AB 2925.

### **ANNUAL HATE CRIME IN CALIFORNIA REPORT**

The California Department of Justice Office of the Attorney General publishes an annual report regarding crimes motivated by the victim’s race, ethnicity, national origin, religion, gender, sexual orientation or physical or mental disability as reported by law enforcement. This report is titled “Hate Crime in California.”

The 10 most targeted groups by bias motivation from the 2024 report<sup>1</sup> were:

1. Anti-Black or African American (494)
2. Anti-Jewish (310)
3. Anti-Gay (251)

---

<sup>1</sup> Source: <https://data-openjustice.doj.ca.gov/sites/default/files/2025-06/Hate%20Crime%20In%20CA%202024.pdf>

4. Anti-Latino (198)
5. Anti-LGBTQ (172)
6. Anti-Asian (119)
7. Anti-transgender (73)
8. Anti-white (61)
9. Anti-Arab (29)
10. Anti-Islamic (24)

## UC ANTI-DISCRIMINATION POLICY

**Policy Statement:** The University of California (UC) is committed to maintaining a community dedicated to the advancement, application and transmission of knowledge and creative endeavors through academic excellence, where all people who participate in university programs and activities can work and learn together in an atmosphere free of discrimination, harassment and retaliation.

**Policy Overview:** The university's [Anti-Discrimination Policy](#), known as the A-D Policy, prohibits discrimination and harassment based on “protected categories” and related retaliation — also referred to as “prohibited conduct.” The purpose of the policy is to ensure equitable and inclusive education and employment environments.

Students, as well as faculty, staff and third parties (such as volunteers, vendors, visitors and guests) have rights and responsibilities under this systemwide UC policy.

**Training and Education:** All students, faculty and employee receive mandatory training in anti-discrimination, harassment, prevention, response and reporting. Additionally, many locations offer supplemental in-person and online training and education on a wide array of topics related to preventing harassment and discrimination.

## REPORTING HARASSMENT AND DISCRIMINATION AT UC

Any individual can report prohibited conduct. Reports can be made anonymously. Individuals may make a report to the local implementation officer, any responsible employee or another appropriate office such as the Academic Personnel Office, Student Affairs, Office of the Provost or Human Resources Office.

- [Systemwide Reporting Form](#)
- [Local Implementation Officer](#)
- Responsible employee: Any of the following who is not a confidential resource:
  - Campus police
  - Human Resources administrators, Academic Personnel administrators and discrimination and Title IX professionals
  - Managers and supervisors, including deans, department chairs and directors of organized research units
  - Faculty members

## **RESOURCES**

- [UC Anti-Discrimination Policy](#)
- [Campus resources for anti-discrimination and harassment](#)
- [Systemwide Office of Civil Rights](#)
- [UC campus police](#)