

# SB 791 and AB 810: Employment Misconduct Disclosure Statement for Job Postings and Job Offers

## Job Postings

Please add the following to **all new job postings** as of December 1, 2024, including in ***Handshake and any other department websites where new student worker and other staff jobs\**** may be posted on or after December 1, 2024.

***\*Note: For student worker and other staff jobs that are not posted, departments must ensure that the applicants are notified of the Employment Misconduct Disclosure requirement either before or at the time they submit an application for employment.***

### **Misconduct Disclosure Requirement:**

As a condition of employment, the final candidate who accepts a conditional offer of employment will be required to disclose if they have been subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct; received notice of any allegation or are currently the subject of any administrative or disciplinary proceedings involving misconduct; have left a position after receiving notice of allegations or while under investigation in an administrative or disciplinary proceeding involving misconduct; or have filed an appeal of a finding of misconduct with a previous employer.

“Misconduct” means any violation of the policies or laws governing conduct at the applicant’s previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer. For reference, below are UC’s policies addressing some forms of misconduct:

- [UC Sexual Violence and Sexual Harassment Policy](#)
- [UC Anti-Discrimination Policy](#)
- [Abusive Conduct in the Workplace](#)

## Job Offers

Conditional offer letters for all new staff positions including student workers are posted on or after December 1, 2024 with start dates on or after January 1, 2025, must include the following notification. ***Please add this immediately after Special Conditions of Employment in the conditional offer letter:***

### **Misconduct Disclosure Requirement:**

This offer is contingent upon your successful completion of an Employment Misconduct Disclosure review where you will be required to disclose any final administrative or judicial decisions within the last seven years determining that you committed any misconduct; received notice of any allegations or are currently the subject of any administrative or disciplinary proceedings involving misconduct; have left a position after receiving notice of allegations or while under investigation in an administrative or disciplinary proceeding involving misconduct; or have filed an appeal of a finding of misconduct.