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Notification for UC Staff, Faculty and Other Academic Appointees Working at Affiliated Health Care Organizations Covered Under Regents Policy 4405

Covered Affiliate Organizations and Policies

UC's academic health centers and health professional schools have affiliations with other health care organizations to improve quality and access for the people of the state of California, particularly those in medically underserved communities, and to support the University's education, research, and public service missions.

Some of these organizations have policies that differ from UC Health locations. For example, some restrict certain evidence-based health care services, such as abortion, contraception, assisted reproductive technologies, gender-affirming care, and end-of-life care, that otherwise would be offered at a UC facility or other health care locations that do not have these policies. Organizations that have these policy-based restrictions on care are referred to as "covered affiliates" under [Regents Policy 4405](#) and [the Policy](#).

UC staff, faculty or other academic personnel working at covered affiliate locations are subject to all applicable UC personnel policies and Collective Bargaining Agreements.

Working at Covered Affiliate Organizations

As outlined in the [University's Policy on Affiliations Health Care Organizations](#) (the "Policy"), **working at an affiliated organization with policy-based restrictions on care is voluntary**. If a UC staff, faculty, or other academic appointee providing clinical care objects to being assigned to a site because of policy-based restrictions described in the Policy, they must formally submit their objection requesting alternate placement with a detailed explanation in writing to their manager or department chair. Managers and/or departments chairs should coordinate with their local HR/Academic Personnel office.

If a UC location receives a request for alternate placement from staff, faculty, or other academic appointees, it will make reasonable efforts to identify alternative sites suitable for the individual's scope of practice.

- **If an alternative site is found** at a UC health care organization that does not have the policy-based restrictions on care covered in this policy, the staff, faculty, or other academic appointee will be reassigned to the alternative site and the relevant Dean or CEO will be informed of the change.

- **If an alternative site is not found**, the staff, faculty, or other academic appointee and the relevant Dean or CEO will be informed. The staff, faculty, or other academic appointee will be notified of impact(s) and option(s), which may include a reduction of appointment or pay, up to and including termination, if no alternative site is found. They will have the opportunity to review, discuss, and accept the reduction of appointment or pay or termination, as applicable, or remain in the current appointment working at the covered affiliate organization.

Covered Affiliations Frequently Asked Questions (FAQ)

What are the expectations of providers at covered affiliate organizations?

The University of California is committed to delivering patient-centered, evidence-based, comprehensive medical care that addresses the needs of patients, advances health equity, and is free from discrimination. Accordingly, when UC providers are working at any UC or non-UC facility, they are expected to:

- Make clinical decisions consistent with the standard of care and their independent professional judgment, respecting each individual patient's needs and wishes.
- Inform patients of all health care options, regardless of whether those options are available through the covered affiliate, prescribe any interventions that are medically necessary and appropriate, and transfer or refer patients to other facilities when it is in the patient's interest.
- Provide any item or service deemed necessary and appropriate in the event of an emergency, without restriction, and without seeking approval from any non-licensed health care provider.
- Inform and direct trainees to also adhere to the above expectations with the appropriate level of supervision per program, institutional and accreditation council guidelines.

How are staff, faculty, or other academic appointees supported in providing evidence-based care for patients at covered affiliate organizations?

Covered affiliates may ask UC staff, faculty, or other academic appointees for written confirmation of their agreement to adhere to the covered affiliates' policies while working or training at their facilities. However, the major private, non-profit health systems in California with policy-based restrictions have acknowledged in their agreements with the University that all UC personnel working at their facilities shall at all times have the right and ability to:

- (i) make clinical decisions consistent with the standard of care and their independent professional judgment, respecting the needs and wishes of each individual patient;
- (ii) inform patients of all of their health care options;
- (iii) prescribe any interventions that are medically necessary and appropriate;
- (iv) transfer or refer patients to other facilities whenever they determine it is in the patient's interests; and
- (v) provide any item or service they deem in their professional judgment to be necessary and appropriate to treat a patient's emergency medical condition, without application of policy-based restrictions on care, and without seeking approval from any non-provider.

Agreements with covered affiliate locations must be free of any provision that purports to require the University or its Personnel or Trainees to enforce or abide by any policy-based restrictions on care. If at any time a UC staff, faculty, or other academic appointee is asked to do otherwise, the University should be immediately informed through existing complaints channels at UC Health locations.

How can staff, faculty, or other academic appointees report any complaints related to care provided or received at a covered affiliate location?

The University expects that UC staff, faculty, or other academic appointees will deliver evidence-based health care services and, in those locations where a required service cannot be delivered, appropriate referrals or transfers must be made. If at any time a UC faculty staff, faculty, or other academic appointee is asked to do otherwise, the University should be immediately informed through existing complaint channels at UC Health locations, which include but are not limited to, your manager, supervising clinician, department chair, Dean, dedicated email and phone lines, academic personnel and affairs offices, HR, and Whistleblower resources as applicable.