

Question	Answer	Answer
Any updates about the vaccine?	The UC system is very much interested in securing enough vaccine for all employees. If successes, we will provide more information. Our February Town Hall will have a portion of the meeting devoted to this topic.	
Wow! This is such an amazing program, LeChe! Thank you for organizing. Do you know if any of these offerings will be open to volunteers?	Absolutely!	The sessions are open to everybody within UCANR and outside. Thanks
Is ANR supportive of the movement to move Black History Month off of the shortest month of the year?	Yes, we are supportive of observing Black History Month when it can have most visibility.	
I have a question about HDAPP and reporting, particularly as a person based on a campus. We are told to go through our campus-based network for these kind of things if they come up. How does HDAPP fit into with individual campus resources?	Ok to report either to the Berkeley office or to UC Davis office. Either way, those office can coordinate an appropriate response.	
For many staff this is a very stressful time. As a supervisor (or a colleague), if you notice or suspect an employee could benefit from counseling services to deal with anxiety, stress, depression, etc., how should that be handled?	The UC Davis Academic and Staff Assistance Program (ASAP) is a confidential resource. A team of clinical psychologists available for all UC ANR employees and their immediate families	
It would be good to know how interactions that happen between county and UC employees would be addressed. Also between volunteers and UC employees.	We will be sure to address this on Feb 4. The short answer is that for County employees, we connect with the appropriate County Human Resource office to coordinate fact finding and follow-up.	This is a great question. We will cover this scenario at the Feb 4th session.
For Feb 4th: Can we go to HDAPP for things like microaggressions or for things said or done that are culturally insensitive?	Yes, this will be one of the areas we cover.	
I have had to report a sexual harrassment complaint before. So now we would report these to HDAPP, correct?	Yes, HDAPP is now the place to report sexual harassment and sexual violence complaints.	
Are the results of this survey going to be used to make real, substantial changes to how ANR operates?	Yes, the purpose of the survey is to identify opportunities to improve the work environment.	