

June 3, 2020

Via Electronic Mail

Mr. Gordon Klein

Email: [REDACTED]

**Re: Notice of Administrative Leave**

Dear Mr. Klein:

In accordance with Article 12.A.8 of the memorandum between the University of California and the UC-AFT, I am notifying you that you are being placed on paid administrative leave from your position as a Continuing Lecturer commencing immediately, June 3, 2020, and ending June 24, 2020. If your leave is extended, you will be notified in writing. You are being placed on leave to allow the University to review allegations regarding behavior made in the course and scope of your position as a Continuing Lecturer that is inconsistent with APM-015.

The University will schedule at least one meeting with you in order to discuss the circumstances leading to you being placed on leave. Please ensure that we have your current contact information, including telephone number, so we can contact you to schedule an initial meeting and any subsequent meetings, if necessary. You must remain available during your normal working hours and are required to fully participate in this matter.

You are not to conduct any work for the UCLA Anderson School of Management; nor are you to come to the UCLA Anderson School of Management while on this leave. If you need to come to the UCLA Anderson School of Management during the period of this administrative leave, please make arrangements by contacting Jami Carman at [REDACTED]

Please be advised, retaliation against a person who files a complaint, assists someone with the filing of a complaint, or participates in any manner in an assessment, investigation, or resolution of a complaint is prohibited. Retaliation includes threats, intimidation, reprisals and/or adverse actions related to employment or education. This prohibition protects all participants in this administrative process, including complainants and witnesses. Any employee who engages in retaliation may be subject to discipline, including dismissal, in accord with the applicable University disciplinary procedures. Given this prohibition against retaliation, it is important that you not seek out information regarding a known or suspected complainant, attempt to have contact with a known or suspected complainant regarding this matter, or take any action—directly or indirectly—against any person associated or involved with this matter.

If an investigation is conducted, upon completion of that investigation you will be notified of the results in writing. Please note that a copy of this letter is being sent to your union representative, Nancy Kaczmarek. You may wish to discuss this matter with your union representative or legal counsel.

Sincerely,

A handwritten signature in black ink that reads "Tony Bernardo". The signature is written in a cursive, slightly slanted style.

Antonio Bernardo  
Dean and John E. Anderson Chair in Management

cc: Office of the Vice Chancellor for Academic Personnel  
Labor Relations