

**NONDISCRIMINATION AND AFFIRMATIVE ACTION POLICY STATEMENT FOR UNIVERSITY OF CALIFORNIA PUBLICATIONS REGARDING EMPLOYMENT PRACTICES**

The University of California prohibits discrimination against or harassment of any person employed by or seeking employment with the University on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy<sup>1</sup>, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, status as a protected veteran or service in the uniformed services<sup>2</sup>.

University policy prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment. University policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, age or protected veteran status.

University policy is intended to be consistent with the provisions of applicable State and Federal laws. Inquiries regarding the University's equal employment opportunity policies may be directed to:

**Academic:** Susan Carlson, Ph.D., Vice Provost – Academic Personnel, UC Office of the President. (510) 987-9479. E-mail: [susan.carlson@ucop.edu](mailto:susan.carlson@ucop.edu)

**Staff and Management:** Dwaine B. Duckett, VP – Human Resources, UC Office of the President. (510) 987-0301. E-mail: [dwaine.duckett@ucop.edu](mailto:dwaine.duckett@ucop.edu)

*This policy statement supersedes the Nondiscrimination and Affirmative Action Policy Statement for University of California Publications Regarding Employment Practices dated June 24, 2010.*

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<sup>1</sup> *Pregnancy* includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth.

<sup>2</sup> *Service in the uniformed services* includes service in the uniformed services as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) as well as state military and naval service.