

## **ARTICLE 4. Nondiscrimination in Employment**

### **A. General**

It is the policy of the University not to engage in discrimination against or harassment of any person employed by or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, 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, gender identity, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994).<sup>2</sup> This policy is intended to be consistent with the provisions of applicable State and Federal law and University Policies.

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

<sup>2</sup> Service in the uniformed services includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services.