



OFFICE OF THE PRESIDENT

*Robert C. Dynes*  
*President*

1111 Franklin Street  
Oakland, CA 94607-5200  
Phone: (510) 987-9074  
Fax: (510) 987-9086  
<http://www.ucop.edu>

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**CHANCELLORS  
DIRECTOR – LAWRENCE BERKELEY NATIONAL LABORATORY  
MEDICAL CENTER DIRECTORS**

**Revised University of California Nondiscrimination and Affirmative Action Employment Policies**

Dear Colleagues:

Enclosed are the following revised University policies on nondiscrimination and affirmative action:

- *University of California Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment;*
- *Personnel Policies for Staff Members 12, Nondiscrimination in Employment; and*
- *Personnel Policies for Staff Members 14, Affirmative Action.*

The nondiscrimination in employment policies have been revised to:

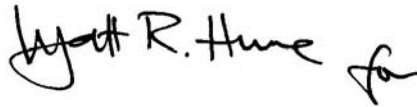
- Provide consistency between University policy and the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). USERRA prohibits discrimination against persons because of their service in the uniformed services.
- Prohibit retaliation against any employee or person seeking employment for filing a complaint of discrimination or harassment pursuant to the University's nondiscrimination in employment policies.

The affirmative action policies have been revised to provide consistency with recently published regulations that implement the Jobs for Veterans Act of 2002 (JVA). The JVA amended Federal contracting provisions of the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) regarding coverage, protected groups and the mandatory job listing requirements of VEVRAA.

The policy revisions pertaining to affirmative action described above have also been incorporated into the University's *Affirmative Action Policy Statement for University of California Publications Regarding Employment Practices*, a copy of which is attached.

These policies supersede policies issued on December 18, 2003 and effective on January 1, 2004. The revised policies will be effective on July 1, 2008 and will be published online at: [http://atyourservice.ucop.edu/employees/policies\\_employee\\_labor\\_relations/index.html](http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/index.html). Similar policy revisions will be incorporated into *Academic Personnel Policy 035, Affirmative Action and Nondiscrimination in Employment* shortly after issuance of these policies.

Sincerely,

A handwritten signature in black ink that reads "Robert C. Dynes" followed by a stylized flourish.

Robert C. Dynes

Enclosures

cc: Members, President's Cabinet  
Principal Officers of The Regents  
Executive Vice President Lapp  
Academic Council Chair Brown  
Associate Vice President Boyette  
Vice Provost Jewell  
Universitywide Policy Coordinator Capell