



EXECUTIVE VICE PRESIDENT—
BUSINESS OPERATIONS

OFFICE OF THE PRESIDENT
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July 1, 2008

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

Replacement of University of California Nondiscrimination and Affirmative Action Employment Policies as Issued on June 10, 2008

Dear Colleagues:

Please replace the following policies and policy statement issued on June 10, 2008 with the enclosed revisions, which will be effective as of July 1, 2008:

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

The revision is a technical change which clarifies the intent of the University's policy prohibiting retaliation against a person who assists someone with a discrimination complaint or participates in the resolution of a discrimination complaint.

Sincerely,

A handwritten signature in black ink, appearing to read 'Katherine Lapp'.

Katherine Lapp
Executive Vice President

Enclosures

cc: Academic Council Chair Brown
Vice Provost Jewell
Associate Vice President Boyette
Universitywide Policy Coordinator Capell