

University of California Statement on Equal Employment Opportunity & Affirmative Action

Equal Employment Opportunity:

The University of California (University) is an equal employment opportunity employer. The University prohibits discrimination against or harassment of any individual employed by or seeking employment with the University because of actual or perceived race, religion, color, citizenship, national or ethnic origin (including caste and actual or perceived shared ancestry or ethnic characteristics or citizenship or residency in a country with a dominant religion or distinct religious identity), sex (including pregnancy, childbirth, lactation or related medical conditions), gender, gender identity, gender expression, gender transition, sexual orientation, physical or mental disability (including having a history of a disability or being regarded as disabled), medical condition (cancer-related or genetic characteristics), or predisposing genetic information (including family history), or veteran or military status. This prohibition also applies to discrimination or harassment because of a combination of the foregoing Protected Categories or based on an individual's association or relationship with an individual or individuals who are, or who are perceived to be, within a Protected Category.

This statement applies to all employment practices, including recruitment, selection, placement, supervision, working conditions, promotion, transfer, demotion, layoff, termination, compensation (including merit increases and salary), training and development, separation, and making reasonable and appropriate accommodations for individuals with disabilities. This statement is intended to align with the provisions of applicable State and Federal laws, the University's [Anti-Discrimination Policy \(pdf\)](#), and [APM – 035 \(pdf\)](#) for the Affirmative Action and Nondiscrimination in Employment policy for academic appointment.

The Anti-Discrimination Policy prohibits retaliation in the form of an adverse action against any employee or individual seeking employment who reports alleged discrimination or harassment or related retaliation under the Anti-Discrimination Policy or who participates in, or assists with, the investigative process, reporting, remedial, or corrective action/disciplinary process provided for in the Anti-Discrimination Policy. An adverse action is conduct that would discourage a reasonable person from reporting discrimination, harassment, and/or related retaliation or from participating in a process under the Anti-Discrimination Policy, such as threats, intimidation, coercion, reprisals and adverse employment actions.

Affirmative Action:

It is the policy of the University to undertake affirmative action consistent with its obligations as a Federal contractor, for minorities and women, for individuals with disabilities, and for protected veterans.¹ The University is committed to apply every good faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist.

¹ Protected veterans include veterans with disabilities, recently separated veterans, Vietnam era veterans, veterans who served on active duty in the U.S. Military, Ground, Naval or Air Service during a war or in a campaign or expedition for which a campaign badge has been authorized, or Armed Forces service medal veterans, and as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

Furthermore, it is our policy to promote equal employment opportunity and to take affirmative action through recruitment and employment efforts, training and development, educational opportunities, advancement in employment, transfer and other terms and conditions of employment of qualified minorities, women, individuals with disabilities, and protected veterans.

In conformance with Federal regulations, each campus of the University, the Lawrence Berkeley National Laboratory, the Office of the President, and the Division of Agriculture and Natural Resources is required to prepare and maintain a written affirmative action plan. Such plans must be reviewed and approved by the Office of the President and the Office of the General Counsel before they are officially promulgated. The affirmative action plan is an analytic tool that assists the University's evaluation of its employment programs and processes (consistent with all current legal and regulatory requirements), and documents good faith efforts made in all aspects of the University's employment processes, including efforts aimed at building recruitment pipelines, maintaining high quality standards, and supporting inclusive excellence.

Our obligations in this area stems not only from adherence to various State and Federal regulations, but also from our steadfast commitment to create a culture of inclusiveness and diversity where members of our community thrive and are able to reach their full potential.

For information on the scope and application of affirmative action plans see [guidelines from the Office of Federal Compliance Programs \(OFCCP\)](#).