

**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 identity, pregnancy<sup>1</sup>, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran<sup>2</sup>.

The University of California is an affirmative action/equal opportunity employer. The University undertakes affirmative action to assure equal employment opportunity for minorities and women, for persons with disabilities, and for covered veterans.

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:

- Sheila O'Rourke
- Executive Director – Academic Advancement
- UC Office of the President
- (510) 987-9499
- e-mail: Sheila.ORourke@ucop.edu

Staff and Management:

- Joseph Epperson
- Interim Director – Diversity and Employee Programs
- UC Office of the President
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- e-mail: joseph.epperson@ucop.edu

*This policy statement has been updated with technical changes and supersedes the Nondiscrimination and Affirmative Action Policy Statement for University of California Publications Regarding Employment Practices dated June 21, 2002.*

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

<sup>2</sup> Covered veterans are special disabled veterans, recently separated veterans, Vietnam era veterans, or any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.