

**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 service in the uniformed services. status<sup>2</sup> as a covered veteran.

University policy also prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy, or against a person who assists someone with a complaint of discrimination or harassment, or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

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<sup>3</sup>.

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~~ Assistant Vice Provost--Equity and Diversity

UC Office of the President

(510) 987-9499

e-mail: [Sheila.ORourke@ucop.edu](mailto:Sheila.ORourke@ucop.edu)

Staff and Management

Joseph Epperson

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

<sup>3</sup> Covered veterans ~~includes are special~~ disabled veterans, recently separated veterans, Vietnam era veterans, ~~or any other~~ 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.

Director – Diversity and Employee Programs  
UC Office of the President  
(510) 987-0606  
e-mail: [joseph.epperson@ucop.edu](mailto: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~~ January 1, 2004.