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3 **07-03**

4 March 19, 2007

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6 **Policy Promoting Access and Opportunity and Prohibiting Discrimination, Harassment,**  
7 **and Retaliation**

8 (Supersedes University Policy Statement 98-09 and 03-09)

9 This revised policy was recommended by the Academic Senate on February 8,  
10 2007 and approved by the President on March 8, 2007.

11 **Purpose**

12 This policy articulates the commitment of California State University, Long Beach to  
13 implement the principles of shared community (University Policy Statement 00-06).

14 **The Principles**

15 California State University, Long Beach is a comprehensive, urban university. The  
16 University has a professional, cultural, and ethical commitment to provide a climate that  
17 enables each individual to realize his/her potential for excellence and that nurtures  
18 academic growth and professional development.

19 Diversity is both an ideal and an imperative. California State University, Long Beach  
20 takes pride in the diversity of its student body and employees, and affirms that this  
21 diversity enriches the work and learning environment of the campus. For this reason the  
22 recognition of diversity in our University community extends beyond the limits  
23 established by federal or state laws or regulations.

24 In addition to fully meeting its obligations of nondiscrimination under federal and  
25 state law, California State University, Long Beach is committed to creating a community  
26 in which a diverse population can learn, live, and work in an atmosphere of tolerance,  
27 civility, and respect for the rights and sensibilities of each individual, without regard to  
28 professional rank, employment status, economic status, ethnic background, political  
29 views, or other personal characteristics or beliefs.

30 California State University, Long Beach takes seriously its tradition of maintaining  
31 civility and mutual respect toward all members of the University community. These  
32 qualities are intrinsic to the establishment of excellence in teaching and learning. They  
33 also contribute to the maintenance of a productive workplace and an overall positive  
34 campus climate. Civility and mutual respect only thrive when equal opportunity and  
35 access exist, and when retaliation for exercising rights, privileges, and obligations is not  
36 feared.

37 **Equal Access and Opportunity**

38 California State University, Long Beach affirms the equal worth of every individual  
39 and of distinctive groups of people, and fosters fair and equal treatment and access for  
40 all members of the university community. Therefore, the University is committed to the

41 principles of equal opportunity in education and employment, to policies and practices  
42 that ensure equal opportunity and consideration, and to the protection of civil rights.

43 It is the policy of California State University, Long Beach to provide programs,  
44 services, and benefits, including employment, without regard to race, religion, color,  
45 ancestry, ethnicity, gender/gender identity, marital status, pregnancy, national origin,  
46 age, mental or physical disability, sexual orientation, special disabled veterans' status,  
47 Vietnam Era or other covered veteran status.

48 Reasonable accommodation to disability is considered a means of establishing equal  
49 opportunity.

### 50 **Freedom from Discrimination, Harassment, and Retaliation**

51 California State University, Long Beach affirms that students, employees, volunteers,  
52 members of the public, and recipients of services and/or benefits provided by CSULB  
53 have the right to a University free from discrimination and harassment, including hostile  
54 environment, on the basis of:

- 55 • Race
- 56 • Ancestry
- 57 • Ethnicity
- 58 • Religion
- 59 • Marital status
- 60 • Age
- 61 • Vietnam Era Veteran status
- 62 • Other Covered U.S. Veteran status [[opm.gov/veterans/html/vgmedal2.htm](http://opm.gov/veterans/html/vgmedal2.htm)]
- Color
- National origin
- Gender /Gender Identity
- Sexual orientation
- Disability
- Pregnancy
- Special Disabled Veteran status

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64 Retaliation for exercising one's right to protection from discrimination and/or  
65 harassment or for participating in the investigation of a complaint is prohibited by law,  
66 and will not be tolerated.

### **Scope**

This policy applies to all California State University, Long Beach programs and activities, including, but not limited to:

- Educational, cultural, recreational, and social and/or athletics programs and activities provided, sponsored, administered, or assisted, by CSULB.
- CSULB academic programs and/or activities.
- CSULB-sponsored off-campus programs.
- Housing supplied or regulated by CSULB.
- The administration of educational policies, admission policies, and employment policies.
- Employment actions, including but not limited to recruitment, hiring, education, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

- Choice of contractors and suppliers of goods and services.
- Provision of services and benefits to CSULB students, employees, volunteers, or the public.
- Receipt of CSULB services and benefits provided by CSULB contractors or vendors.

The Director of Equity and Diversity, is the designated campus coordinator for Equal Employment Opportunity, Affirmative Action, and Civil Rights under Executive Order 11246, the Vietnam-Era Veterans' Readjustment Assistance Act, the Americans with Disabilities Act, Section 503 and 504 of the Rehabilitation Act, and Title IX.

Required federal Affirmative Action Plans are available for inspection in the University Library, Reserve Book Room during normal business hours.

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**EFFECTIVE: Fall 2007**