

07-03

March 19, 2007

Policy Promoting Access and Opportunity and Prohibiting Discrimination, Harassment, and Retaliation

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

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

Purpose

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

The Principles

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

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

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

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

Equal Access and Opportunity

California State University, Long Beach affirms the equal worth of every individual and of distinctive groups of people, and fosters fair and equal treatment and access for all members of the university community. Therefore, the University is committed to the principles of equal opportunity in education and employment, to policies and practices that ensure equal opportunity and consideration, and to the protection of civil rights.

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

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

Freedom from Discrimination, Harassment, and Retaliation

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

- Race
- Ancestry
- Ethnicity
- Religion
- Marital status
- Age
- Vietnam Era Veteran status
- Other Covered U.S. Veteran status [opm.gov/veterans/html/vgmedal2.htm]
- Color
- National origin
- Gender /Gender Identity
- Sexual orientation
- Disability
- Pregnancy
- Special Disabled Veteran status

Retaliation for exercising one's right to protection from discrimination and/or harassment or for participating in the investigation of a complaint is prohibited by law, 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.

EFFECTIVE: Fall 2007