



# **Nondiscrimination and Affirmative Action Policy**

## **Purpose:**

To provide a nondiscrimination and affirmative action in employment policy that is consistent with the California State University Board of Trustees policies and guidelines set by the Chancellor.

## **Policy:**

### **Nondiscrimination:**

The Foundation is committed to providing equal employment opportunity to all applicants and employees regardless of race, color, religion, creed, national origin, ancestry, sex, sexual orientation, gender identification, marital status, pregnancy, age, physical or mental disability, medical condition (including, but not limited to cancer and AIDS), height and weight, disabled veteran's or Vietnam era veteran's status, or any other protected characteristic under law which is not a bona fide occupational qualification for a particular job. Retaliation against individuals who have or are believed to have filed a discrimination complaint, opposed a discriminatory act or participated in a discrimination investigation or proceeding, is prohibited. With regard to qualified individuals with a disability or medical condition, the Foundation shall, upon request, provide reasonable accommodation so that they may perform essential duties of their jobs, unless doing so would impose an undue hardship on the Foundation.

### **Affirmative Action:**

The Foundation is committed to promoting employment opportunities for women, members of minority groups, the disabled, disabled veterans and veterans of the Vietnam era. All employment decisions shall be based on a fair and equitable assessment of merit – an assessment of the individual's talents, skills, knowledge, ability to do the work assigned, and potential. Those judged to be the best qualified on the basis of realistic and reasonable qualification requirements should be retained and advanced. Any barriers to equal employment opportunity shall be identified, and positive measures shall be taken to remove them, and to eliminate the underutilization of women, ethnic minorities, the disabled, disabled veterans and veterans of the Vietnam era in occupations and at certain salary levels.

## **Scope of Policy**

This policy applies to all terms, conditions, and privileges of employment, including hiring, training, promotion, demotion, transfer, compensation, layoff and termination.

## **Implementation**

Management is authorized to establish written procedures to implement this policy. The Board shall receive at least an annual report on the status of Foundation employment efforts in the implementation of this policy.