

**ANR NONDISCRIMINATION AND AFFIRMATIVE ACTION POLICY  
STATEMENT FOR UNIVERSITY OF CALIFORNIA PUBLICATIONS  
REGARDING PROGRAM PRACTICES**

**June, 2010**

*The following statement is the updated version to be used on publications regarding programs. The nondiscrimination statement does not have to be used on letterhead.*

The University of California – Division of Agriculture & Natural Resources (ANR) prohibits discrimination against or harassment of any person participating in any of ANR's programs or activities on the basis of race, color, national origin, religion, sex, gender identity, pregnancy (which includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994: *service in the uniformed services* includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services).

University policy also prohibits retaliation against any employee or person participating in any of ANR's programs or activities for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment or to any of its programs or activities.

The University 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 (including veterans with disabilities, recently separated veterans, Vietnam era veterans, 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). 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 Linda Marie Manton, Affirmative Action Contact, University of California, Davis, Agriculture and Natural Resources, One Shields Avenue, Davis, CA 95616, (530) 752-0495.