

**ANR NONDISCRIMINATION AND AFFIRMATIVE ACTION POLICY
STATEMENT FOR UNIVERSITY OF CALIFORNIA PUBLICATIONS
REGARDING EMPLOYMENT 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 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 (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 seeking employment for making a complaint of discrimination or harassment or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment pursuant to this policy. This 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.