

**UNIVERSITY OF CALIFORNIA
DIVISION OF AGRICULTURE AND NATURAL RESOURCES (UC ANR)
NONDISCRIMINATION AND AFFIRMATIVE ACTION
POLICY STATEMENT FOR UC ANR
PUBLICATIONS REGARDING EMPLOYMENT PRACTICES**

May 2015

The University of California, Division of Agriculture and Natural Resources (UC ANR) prohibits discrimination against or harassment of any person employed by or seeking employment with UC ANR on the basis of race, color, national origin, religion, sex, gender, gender expression, 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, status as a protected veteran or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 [USERRA]), as well as state military and naval service.

UC ANR policy prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment. UC ANR 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.

UC ANR is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, age or protected veteran status.

UC ANR policy is intended to be consistent with the provisions of applicable State and Federal laws. Inquiries regarding UC ANR's equal employment opportunity policies may be directed to: John I. Sims, Affirmative Action Compliance Officer and Title IX Officer, University of California, Agriculture and Natural Resources, 2801 Second Street, Davis, CA 95618, (530) 750-1397. Email: jsims@ucanr.edu. Website: [http://ucanr.edu/sites/anrstaff/Diversity/Affirmative Action/](http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/).

This policy statement supersedes the UC ANR Nondiscrimination and Affirmative Action Policy Statement for University of California Publications Regarding Employment Practices dated July 2013.