

ANR Cooperative Extension Risk Assessment Risk Categories

Discrimination

General Description: Violation or noncompliance in any manner or form with ANR policy pertaining to equal opportunity and nondiscrimination: *“The University of California prohibits discrimination against or harassment of any person on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran (special disabled veteran, Vietnam-era veteran or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized)”*. Includes all forms of harassment, hostile work environments, and related areas. Risk includes noncompliance to all applicable Federal and State laws.

Specific Examples:

- A. ADA (American with Disabilities Act) violations, specifically, discrimination of disabled employees.
- B. Bigotry by employees or volunteers, in any manner or form, ranging from subtle prejudice to civil rights violations.
- C. Harassment, in particular, sexual harassment by adults (volunteers) in positions of authority over youth by employees/volunteers of clientele; and by clientele (e.g. risk of women advisers out alone on farm calls to unknown persons). (see also Risk: Safety in the Workplace).
- D. Lawsuits from employees resulting from discriminatory practices.