

THE CALIFORNIA STATE UNIVERSITY
OFFICE OF THE CHANCELLOR



December 16, 2016

BAKERSFIELD

CHANCELLOR'S STATEMENT

CHANNEL ISLANDS

CHICO

DOMINGUEZ HILLS

EAST BAY

FRESNO

FULLERTON

HUMBOLDT

LONG BEACH

LOS ANGELES

MARITIME ACADEMY

MONTEREY BAY

NORTHRIDGE

POMONA

SACRAMENTO

SAN BERNARDINO

SAN DIEGO

SAN FRANCISCO

SAN JOSÉ

SAN LUIS OBISPO

SAN MARCOS

SONOMA

STANISLAUS

The California State University, Office of the Chancellor, affirms its commitment to equality of opportunity for all individuals. An essential component of excellence in a great university is the diversity of its community. We must continually improve our record and build on our progress toward creating a multicultural community. To improve our record, we must use aggressive strategies for hiring, including broad searches and networking, to identify diverse pools of qualified candidates. We must convince candidates from all groups that CSU Office of the Chancellor welcomes and values them. We must maintain an environment in which all are encouraged to participate fully, accorded respect, and acknowledged for their special contribution.

Our commitment to equal opportunity for all individuals requires that no discrimination shall occur in access to, or operation of any programs, services or activities of the Chancellor's Office on the grounds of Age, Disability (physical and mental), Pregnancy, Gender (or sex), Gender Identity (including transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color or ancestry), Religion (or Religious Creed), Sexual Orientation, and Veteran or Military Status, and other characteristics that make our community unique. The employment programs covered include but are not limited to recruitment, appointment, retention, promotion, compensation, benefits, transfer, demotion, layoff, return from layoff, training and tuition assistance. Employment decisions will be evaluated on the basis of an individual's knowledge, skills, abilities, job performance or any other legitimate qualifications. Further, the Chancellor's Office commitment requires that no retaliation shall occur because an individual filed a complaint of discrimination or in some other way opposed discriminatory practices, or participated in an investigation related to such a complaint.

This plan embodies and is intended to implement explicit requirements of state and federal laws, executive orders, and The California State University policies with regard to nondiscrimination, including Title VII of the Civil Rights Act of 1964, Executive Order 11246, as amended, Title IX of the Education Amendments of 1972, 38 U.S.C 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Section 503 and 504 of the Rehabilitation Act of 1973, as amended, the Americans With Disabilities Act of 1990 and the California Fair Pay Act of 2016 (SB 358).

The California State University, Office of the Chancellor's Compliance Plan is located at the Human Resource Services Department. The plan may be examined by appointment in the Human Resource Services Department (562) 951-4070, Monday through Friday between the hours of 8:00am and 5:00pm.

Timothy P. White
Chancellor