

THE CALIFORNIA STATE UNIVERSITY  
OFFICE OF THE CHANCELLOR



BAKERSFIELD

October 23, 2013

CHANNEL ISLANDS

**MEMORANDUM**

CHICO

**TO:** CSU Presidents

DOMINGUEZ HILLS

**FROM:** Timothy P. White  
Chancellor

EAST BAY

FRESNO

**SUBJECT:** Systemwide Guidelines for Affirmative Action Programs in  
Employment — Executive Order 1088

FULLERTON

HUMBOLDT

Attached is a copy of Executive Order 1088 relating to the systemwide guidelines for affirmative action programs in employment.

LONG BEACH

LOS ANGELES

Executive Order 1088 reaffirms California State University's commitment to maintaining and implementing employment policies and procedures that comply with applicable affirmative action laws and regulations. Previously, the systemwide affirmative action policy was combined with the nondiscrimination policy in one executive order. For clarity, the two policies are now articulated in two separate executive orders. This executive order supersedes Executive Order 883 and articulates the systemwide affirmative action policy.

MARITIME ACADEMY

MONTEREY BAY

NORTHRIDGE

POMONA

In accordance with policy of the California State University, the campus president has the responsibility for implementing executive orders where applicable and for maintaining the campus repository and index for all executive orders.

SACRAMENTO

SAN BERNARDINO

If you have questions regarding this executive order, please call Equal Opportunity/Whistleblower Compliance at (562) 951-4400.

SAN DIEGO

SAN FRANCISCO

TPW/eb

SAN JOSÉ

Attachment

SAN LUIS OBISPO

c: CSU Office of the Chancellor Leadership  
Associate Vice Presidents, Faculty Affairs  
DHR Administrators  
Equity & Diversity Directors  
Human Resources Officers  
Title IX Coordinators

SAN MARCOS

SONOMA

STANISLAUS

**THE CALIFORNIA STATE UNIVERSITY  
Office of the Chancellor  
401 Golden Shore  
Long Beach, California 90802-4210  
(562) 951-4400**

**Executive Order:** 1088  
**Effective Date:** October 23, 2013  
**Supersedes:** Executive Order 883  
**Title:** Systemwide Guidelines for Affirmative Action Programs in Employment

**A. Purpose**

The California State University (CSU) is committed to maintaining and implementing employment policies and procedures in compliance with applicable nondiscrimination and affirmative action laws and regulations. It is CSU policy to provide equal employment opportunity for all persons regardless of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, and veteran status.

**B. Program Development**

Accordingly, each campus (including the Office of the Chancellor) shall establish and maintain a written affirmative action program and a set of procedures that are consistent with all applicable laws and regulations governing nondiscrimination and affirmative action.

**C. Authority for Program Development and Compliance**

1. Systemwide

The Chancellor, or his/her designee, shall be responsible for providing systemwide guidance in the effective adoption and implementation of affirmative action programs. This includes, but is not limited to, communicating with the campuses through policy memoranda or technical letters regarding legislative, regulatory or policy changes.

2. Campus

The President, or his/her designee, shall be responsible for the development and implementation of the campus affirmative action program. This includes, but is not limited to:

- Promulgating the affirmative action program;
- Updating the affirmative action program annually;
- Communicating about the program to campus administrators and other members of the campus community, as appropriate;
- Conducting training on the nondiscrimination, equal employment and affirmative action obligations of the CSU for members of the campus community, as appropriate; and
- Designing an administrative support structure that facilitates compliance with all applicable laws and regulations and systemwide policies and guidances.



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Timothy P. White, Chancellor

Dated: October 23, 2013