



CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS ADMINISTRATIVE POLICY MANUAL

Finance & Administration

Approved By: Richard R. Rush
President

Policy Number: FA.31.001

Effective Date: 5/21/04

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Policy on Non-Discrimination

Purpose:

California State University Channel Islands is committed to serving the diverse educational needs of the people of the State of California into the 21st century. This commitment extends to the pledge to create an educational and working environment in which diversity is viewed as a desirable and valuable asset to the University itself and to the community it serves.

Background:

Equal Pay Act, Age Discrimination in Employment Act, Title VII of the Civil Rights Act of 1964, Americans With Disabilities Act (ADA), and the Rehabilitation Act; State of California Fair Employment and Housing Act (FEHA), Department of Education, Office of Civil Rights, Title V, Sections 41301-41304 and Executive Order 628 for students, State of California AB 2601, Sexual Orientation Discrimination in the Workplace and AB 197 Fair Employment and Housing Act (Revised to include Gender Identity).

Accountability:

This policy is administered through the Associate Vice President, Human Resources Programs for staff, by the Associate Vice President for Faculty Affairs & Academic Resources for faculty and by the Judicial Affairs Officer for students. Questions, concerns, suggestions, or complaints should be directed to (805) 437-8423 for staff and (805) 437-8482 for faculty and to (805) 437-8961 for students.

Applicability:

Applies to all individuals seeking employment, hired by California State University Channel Islands and includes any personnel administered by the University. Additionally, applies to all students including student applicants as it relates to all University programs and services.



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Policy:

It is the policy of California State University Channel Islands, in accordance with the Board of Trustees' Policy on Non-discrimination, that all of its employment practices shall reflect the California State University's strong commitment to the principles and practice of Equal Employment Opportunity. California State University Channel Islands will administer all of the terms, conditions, and privileges of employment without regard to race, color, religious creed, national origin, ancestry, disability, medical condition, gender, gender identity, sexual orientation, marital status, age, or veteran status. Such factors will not be considered in decisions about admission to, access to, or operation of instruction, programs, services, or activities. We also do not discriminate in recruitment, employment, job assignment, compensation, benefits, performance assessment, promotion, training, leaves, layoffs, and terminations – and in other actions and practices affecting applicants, employees and students.

For employees, the terms of the Collective Bargaining Agreement shall prevail. If there is any conflict between this policy and the Collective Bargaining Agreement, the Collective Bargaining Agreement is controlling.

Superseded