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Nondiscrimination and Affirmative Action Policies

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Student–Related Matters

The University of California, in accordance with applicable federal and state law and university policy, does not discriminate on the basis of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services. The University also prohibits sexual harassment. This nondiscrimination policy covers admission, access, and treatment in University programs and activities. University policy also prohibits retaliation for bringing a complaint of discrimination or participating a complaint process or investigation pursuant to this policy.

Inquiries regarding the University's student–related nondiscrimination policies may be directed to Student Judicial Affairs, (831) 459–1738, or e–mail sja@ucsc.edu.

Inquiries regarding the University's affirmative action, equal employment opportunity, and nondiscrimination policies as they relate to student employment may be directed to the Office for Diversity, Equity, and Inclusion, (831) 459–3676 or e–mail cbene@ucsc.edu.

Inquiries regarding UCSC's Policy on Sexual Assault, the UC Policy on Sexual Harassment and Procedures for Reports of Sexual Assault(s) and Sexual Harassment and/or violations of Title IX may be directed to Title IX Coordinator/Sexual Harassment Officer Tracey Tsugawa, (831) 459–2462, or e–mail ttsugawa@ucsc.edu.

Student inquiries regarding disability or disability accommodations may be addressed to the Director, Disability Resource Center, (831) 459–2089; or e–mail drc@ucsc.edu.

Students with disabilities who are unable to resolve accommodation or discrimination concerns may contact the campus ADA Compliance Officer by phone, (831) 459–4380, or e–mail ashish@ucsc.edu.

Employment–Related Matters

It is the policy of the University not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender identity, pregnancy,¹ physical or mental disability, medical condition (cancer–related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994).² This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is

intended to be consistent with the provisions of applicable state and federal laws and University policies.

University policy also prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy. This 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.

In addition, it is the policy of the University to undertake affirmative action, consistent with its obligations as a Federal contractor, for minorities and women, for persons with disabilities, and for covered veterans.³ The University commits itself to apply every good faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements, and are consistent with University standards of quality and excellence.

Inquiries regarding the university's affirmative action, equal employment opportunity, and nondiscrimination policies for academic, staff and student employment may be directed to the Office for Diversity, Equity, and Inclusion, (831) 459-3676, or e-mail cbene@ucsc.edu.

NOTES:

1 Pregnancy includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth.

2 Service in the uniformed services includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services.

3 Covered veterans includes veterans with disabilities, recently separated veterans, Vietnam era veterans, veterans who served on active duty in the U.S. Military, Ground, Naval or Air Service during a war or in a campaign or expedition for which a campaign badge has been authorized, or Armed Forces service medal veterans.

Sexual Harassment/Title IX

The university cherishes the free and open exchange of ideas and expansion of knowledge. To maintain this freedom and openness requires objectivity, mutual trust, and confidence; it requires the absence of coercion, intimidation, or exploitation. The principal responsibility for maintaining these conditions must rest upon those members of the university community who exercise the greatest authority and leadership: faculty, managers, and supervisors.

The university has therefore instituted a number of measures designed to protect its community from sexual and other forms of harassment. Students, faculty, and staff who want information, advice, to file a complaint, and/or copies of the UCSC Policy on Sexual Assault, the UC Policy on Sexual Harassment, and Procedures for Reports of Sexual Assault(s) and Sexual Harassment should contact Tracey Tsugawa, Title IX/Sexual Harassment Officer, 105 Clark Kerr Hall, (831) 459-2462 or via e-mail at ttsugawa@ucsc.edu. For detailed information about the services of the Title IX/Sexual Harassment Office, visit the web site at www2.ucsc.edu/title9-sh/. The Title IX/SHO is also available to investigate other violations of Title IX.

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