September 22, 2008

Dear Friend of the University:

The University of California, San Diego (UCSD) is committed to equal opportunity and affirmative action. We require nondiscrimination in accordance with applicable laws and University of California policies. We strongly support efforts to diversify the faculty and staff workforce. This commitment extends to fair treatment in all phases of the University operations in employment and contracting. As Chancellor of UCSD, I am taking this opportunity to reaffirm this commitment. I urge you to assist us in ensuring that the human resources policies of UCSD conform to the following basic compliance statement:

It is the policy of the University not to engage in discrimination against or harassment of any person employed by or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender identity, pregnancy (includes, but is not limited to pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, medical condition (cancer-related or genetic characteristics), 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). 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 for giving such assistance as the complainant may seek, or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment for participating in a way requested by the complainant or the University.

The University of California, San Diego is an affirmative action/equal opportunity employer. UCSD undertakes affirmative action to assure equal employment opportunity for minorities and women, for persons with disabilities, and for covered veterans.

We continue to be particularly interested in correcting any areas of underutilization. As we work diligently to increase the diversity of our workforce, we encourage you as an organization to continue to refer applicants to the University.

Inquiries regarding our equal employment opportunity and affirmative action program may be directed to:

- Academic - Jonathan Welch, Director, Office of Academic Diversity and Equal Opportunity, 302 University Center, Mail Code 0029, (858) 534-3623
- Staff and Management - Paula Doss, Director, Equal Opportunity/Staff Affirmative Action, Torrey Pines Center South, Ste 404, Mail Code 0923, (858) 534-3694

We believe that a sound relationship with your organization is important to our success. Thank you for your past support. I look forward to a continued working relationship with your organization.

Kind Regards,

Marye Anne Fox
Chancellor