I. REFERENCES AND RELATED POLICIES
   A. UC PPSM 12/Nondiscrimination in Employment
   B. UC PPSM 14/Affirmative Action
   C. UCSD Implementing Procedures 14/Affirmative Action

II. BACKGROUND
The Chancellor of University of California, San Diego (UCSD) issues an annual statement reaffirming the systemwide Nondiscrimination in Employment Policy. All employment actions, including recruitment, training, hiring, performance appraisal, layoff, termination, promotion, transfer, corrective action, and career development for all staff employees at the University will be made consistent with these provisions.

III. DEFINITION OF NONDISCRIMINATION IN EMPLOYMENT
Nondiscrimination in Employment is an employment practice, which prohibits discrimination against or harassment of any person employed by or seeking employment on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy, 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). This definition is intended to be consistent with the provisions of applicable State and Federal laws and University policies. Pregnancy includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth. Service in the uniformed services includes membership, application for membership, performance of service, application of service, or obligation for service in the uniformed services.

IV. RETALIATION
University policy prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy. And, prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

V. PROCEDURES
Complaints
A. In accordance with applicable staff grievance policies, individuals may pursue available remedies for resolving complaints of discrimination and harassment.

B. Resolving complaints should be pursued as close as possible to the source of the complaint and the time of the occurrence(s).

C. Information regarding applicable policies and procedures for resolving complaints of discrimination and harassment and for pursuing remedies is available in the Human
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Resources Department, the Office of Equal Opportunity and Staff Affirmative Action, and the Office of Sexual Harassment Prevention and Policy.

VI. RESPONSIBILITY

A. Hiring authorities, supervisors, and managers are responsible for carrying out personnel activities in a nondiscriminatory manner.

B. All University employees are responsible for refraining from discrimination and harassment in the workplace.