

## **DISCRIMINATION, HARASSMENT AND AFFIRMATIVE ACTION IN THE WORKPLACE POLICY STATEMENT**

The University prohibits discrimination against any person employed; seeking employment; or applying for or engaged in a paid or unpaid internship or training program leading to employment with the University of California on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, gender transition status, 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, including protected veterans. This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. In addition, the University prohibits harassment based on the above protected characteristics of an employee, applicant, paid or unpaid intern, volunteer, person participating in a program leading to employment, or person providing services pursuant to a contract.

University policy prohibits retaliation for bringing a complaint of discrimination or harassment pursuant to this policy against any person employed; seeking employment; providing services pursuant to a contract; or applying for or engaged in a paid or unpaid internship, volunteer capacity, or training program leading to employment with the University of California. 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 University of California complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

Absolute confidentiality cannot be promised. However, those investigating discrimination and harassment complaints only share or disclose information as is absolutely necessary to conduct an investigation, work toward a resolution or as policies or laws require. We ask that all involved parties maintain appropriate levels of confidentiality.

UC Santa Cruz maintains comprehensive complaint processes to address discrimination and harassment concerns to ensure that: appropriate confidentiality is maintained; reporters receive a timely response; investigations are conducted in a timely fashion by impartial, qualified personnel and systems are in place for documenting and tracking progress; and appropriate remedial actions and resolutions are offered.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, age or protected veteran status. University policy is intended to be consistent with the provisions of applicable state and federal laws.

*To report employment-related discrimination and harassment concerns:*

Title IX (sexual harassment, sexual violence, and sex/gender discrimination)

Contact: Title IX Officer, Cherie Scricca

Email: [cscricca@ucsc.edu](mailto:cscricca@ucsc.edu)

Phone: 831.459.2462

Website: <http://titleix.ucsc.edu/>

Office for Diversity, Equity, and Inclusion (all types of employment discrimination)

Contact: Assistant Director for EEO, Ciel Benedetto

Email: [cbene@ucsc.edu](mailto:cbene@ucsc.edu)

Phone: 831.459.3676

Website: <http://diversity.ucsc.edu/>

Employee and Labor Relations (for labor grievances and PPSM 70 complaints)

Contact: ELR Manager Jennifer Schiffner

Email: [jschiffn@ucsc.edu](mailto:jschiffn@ucsc.edu)

Phone: 831.459.1930

Website: <http://shr.ucsc.edu/elr/index.html>

Academic Personnel Office (for consultation/advice and APM 015 complaints)

Contact: Director of Academic Employee Relations Susan Fellows

Email: [sfellows@ucsc.edu](mailto:sfellows@ucsc.edu)

Phone: 831.459.5032

Website: <http://apo.ucsc.edu/>

Student employees may also contact the Career Center (for advice and informal resolution)

Contact: Director, Barbara Silverthorne

Email: [bsilver@ucsc.edu](mailto:bsilver@ucsc.edu)

Phone: 831.459.4590

Website: <http://careers.ucsc.edu/>

Inquiries regarding the University's equal employment opportunity (EEO) and Title IX policies may be directed:

**EEO:** Ciel Benedetto- Email: [cbene@ucsc.edu](mailto:cbene@ucsc.edu); Phone: 831.459.3676

**Title IX:** Cherie Scricca- Email [csericca@ucsc.edu](mailto:csericca@ucsc.edu); Phone: 831.459.2462

For local policies and procedures and state and federal complaint options:

Title IX: <http://titleix.ucsc.edu/>

ODEI: <http://diversity.ucsc.edu/>

PPSM 12: <http://policy.ucop.edu/manuals/personnel-policies-for-staff-members.html>

APM 35: [https://www.ucop.edu/academic-personnel-programs/\\_files/apm/apm-035.pdf](https://www.ucop.edu/academic-personnel-programs/_files/apm/apm-035.pdf)

Collective Bargaining Agreements: <http://shr.ucsc.edu/elr/contracts/index.html>

PPSM 70: <https://shr.ucsc.edu/procedures/ppsm-70-complaint-resolution-procedures/index.html>

UC Discrimination, Harassment and Affirmative Action in the Workplace Policy: <https://diversity.ucsc.edu/eo-aa/images/non-discrimination-policy.pdf>

EEOC: <https://www.eeoc.gov/>

DFEH: <https://www.dfeh.ca.gov/>