



# California State University, Los Angeles

## PRESIDENT'S STATEMENT

California State University, Los Angeles, affirms its commitment to equality of opportunity for all individuals. This commitment requires that no discrimination shall occur in admission to, access to, or operation of its instruction, programs, services, or activities, in the operation of any program of this University on the grounds of race, color, religious creed, sex, national origin, ancestry, physical disability (including HIV and AIDS), mental disability, medical condition, age (over 40), marital status, political affiliation, sexual orientation, Vietnam era veterans, special disabled veterans, recently separated veterans or other protected veteran status, or for opposing discrimination, or any other classification that precludes a person from consideration as an individual. The employment programs covered include, but are not limited to, recruitment, appointment, retention, tenure, promotion, compensation, benefits, transfer, demotion, layoff, return from layoff, University-sponsored training, education, tuition assistance, and social and recreation programs. Employment decisions will be evaluated on the basis of an individual's knowledge, skills, abilities, job performance or any other legitimate qualifications. Further, the University's commitment requires that no retaliation shall occur because an individual filed a complaint of discrimination or in some other way opposed discriminatory practices, or participated in an investigation related to such a complaint.

This policy embodies, and is intended to implement explicit requirements of state and federal laws, Presidential Executive Orders, and The California State University policies with regard to nondiscrimination, including Title VII of the Civil Rights Act of 1964, Executive Order 11246, as amended, Title IX of the Education Amendments of 1972, Vietnam Era Veterans Readjustment Assistance Act of 1974, Section 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.

California State University, Los Angeles' Affirmative Action Plan is located in the Academic Senate Office, Administration 318, John F. Kennedy Memorial Library and the Office for Equity and Diversity, Administration 606. The Plan may be examined by appointment in the Office for Equity and Diversity (323) 343-3040, Monday through Friday between the hours of 8 a.m. and 5 p.m.

A handwritten signature in black ink, appearing to read "James M. Rosser".

James M. Rosser  
President

Date: 12-15-06