

**ANR NONDISCRIMINATION AND AFFIRMATIVE ACTION POLICY  
STATEMENT FOR UNIVERSITY OF CALIFORNIA PUBLICATIONS  
REGARDING PROGRAM PRACTICES**

**July, 2008**

*The following statement is the updated version to be used on publications regarding programs. The nondiscrimination statement does not have to be used on letterhead.*

The University of California prohibits discrimination or harassment of any person on the basis of race, color, national origin, religion, sex, gender identity, pregnancy (including 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: service in the uniformed services includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services) in any of its programs or activities.

University policy also prohibits reprisal or retaliation against any person in any of its programs or activities for making a complaint of discrimination or sexual harassment or for using or participating in the investigation or resolution process of any such complaint.

University policy is intended to be consistent with the provisions of applicable State and Federal laws.

Inquiries regarding the University's nondiscrimination policies may be directed to the Affirmative Action/Equal Opportunity Director, University of California, Agriculture and Natural Resources, 1111 Franklin Street, 6<sup>th</sup> Floor, Oakland, CA 94607, (510) 987-0096.