December 15, 2015

CHANCELLOR'S STATEMENT

The California State University, Office of the Chancellor, affirms its commitment to equality of opportunity for all individuals. An essential component of excellence in a great university is the diversity of its community. We must continually improve our record and build on our progress toward creating a multicultural community. To improve our record, we must use aggressive strategies for hiring, including broad searches and networking, to identify diverse pools of qualified candidates. We must convince candidates from all groups that CSU, Office of the Chancellor welcomes and values them. We must maintain an environment in which all are encouraged to participate fully, accorded respect, and acknowledged for their special contribution.

Our commitment to equal opportunity for all individuals requires that no discrimination shall occur in access to, or operation of any programs, services or activities of the Chancellor’s Office on the grounds of Age, Disability, Race or Ethnicity, Gender, Gender Identity or Expression, Nationality, Religion, Sexual Orientation, Genetic Information, Veteran or Military Status, and other characteristics that make our community unique. The employment programs covered include but are not limited to recruitment, appointment, retention, promotion, compensation, benefits, transfer, demotion, layoff, return from layoff, training and tuition assistance. Employment decisions will be evaluated on the basis of an individual’s knowledge, skills, abilities, job performance or any other legitimate qualifications. Further, the Chancellor’s Office 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 plan embodies and is intended to implement explicit requirements of state and federal laws, 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, Veterans’ Readjustment Assistance Act of 1974, Section 503 and 504 of the Rehabilitation Act of 1973, and the Americans With Disabilities Act of 1990.

The California State University, Office of the Chancellor’s Compliance Plan is located at the Human Resource Services Department. The plan may be examined by appointment in the Human Resource Services Department (562) 951-4070, Monday through Friday between the hours of 8:00am and 5:00pm.

Timothy P. White
Chancellor