

Non-Discrimination Policy Statement

Non-Discrimination Notice

The University of California, in accordance with applicable Federal and State law and University policy, does not discriminate on the basis of race, religion, color, citizenship, national or ethnic origin, ancestry, sex (including pregnancy¹, childbirth, lactation or related medical conditions), gender, gender identity, gender expression, gender transition, sexual orientation, physical or mental disability (including having a history of a disability or being regarded as being disabled), medical condition (cancer-related or genetic characteristics), predisposing genetic information (including family medical history), marital status, age (at least 40 years of age), or veteran or military status².

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. In addition, the University prohibits harassment 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. The University undertakes affirmative action, consistent with its obligations as a federal contractor.

For employees, this policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. The University will not discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. For students, this policy applies to admission, access, and treatment in University programs and activities.

Public Notice of Title VI Program Rights and Non-Discrimination Statement

The University of California Berkeley gives public notice of its policy to uphold and ensure full compliance with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964 and related non-discrimination authorities. Title VI and related non-discrimination authorities stipulate that no person in the United States of America shall on the grounds of race, color, national origin, sex, age, disability, income level or limited English proficiency be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance.

Any person who desires more information regarding the University of California Berkeley Title VI Program, should contact its Title VI Officer at 510-643-7985.

Any person who believes they have, individually or as a member of any specific class of persons, been subjected to discrimination on the basis of race, color, national origin, sex, age, disability, income level or limited English proficiency has the right to file a formal complaint. Any such complaint must be in writing and submitted within 180 days following the date of the alleged occurrence to:

Title VI Officer
University of California Berkeley
2111 Bancroft Way Suite 300
Berkeley, CA 94720

Public Notice of ADA Rights and Non-discrimination Statement

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), UC Berkeley will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: UCB does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under title I of the ADA.

Effective Communication: UCB will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in CRD's programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision disabilities.

Modifications to Policies and Procedures: UCB will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in UCB offices, even where pets are generally prohibited.

The ADA does not require UCB to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden. Complaints that a program, service, or activity of UCB is not accessible to persons with disabilities should be directed to Ella Callow, UCB ADA Coordinator, contact information below. UCB will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

Ella Callow, ADA/Section 504 Compliance Officer
Office of Disability Access and Compliance
University Hall Suite 615D, Sixth Floor
Phone: 510-664-4012
Email: access@berkeley.edu

Contacts for Discrimination and Harassment

Any student, faculty, staff, or covered third party may report concerns to the following offices and individuals:

Office for the Prevention of Harassment and Discrimination (OPHD)
Banway Building, 2111 Bancroft Way Suite 300
Phone: 510-643-7985
Email: ask_OPHD@berkeley.edu
Webform: <https://uctitleix.i-sight.com/portal/Berkeley>

Discrimination complaints can also be brought to the U.S. Department of Education's Office for Civil Rights, San Francisco Regional Office, 50 United Nations Plaza, Mail Box 1200, Room 1545, San Francisco, CA 94102, Email: ocr.sanfrancisco@ed.gov; Telephone: 415-486-5555, FAX: 415-486-5570; TDD: 800-877-8339

Concerns may be reported to OPHD via the online reporting form at ophd.berkeley.edu, and OPHD is available to answer questions and consult via phone, email, or video conference.

Anonymous concerns may also be reported 24 hours a day through the independently operated Whistleblower Hotline/Stop Hate at universityofcalifornia.edu/hotline. Anonymous users can correspond with response staff through the online portal.

Disability Compliance

Contact

Ella Callow, ADA/Section 504 Compliance Officer
Office of Disability Access and Compliance
University Hall Suite 615D, Sixth Floor
Phone: 510-664-4012
Email: access@berkeley.edu or ellacallow@berkeley.edu

Responsibilities

Promotes and monitors campus compliance with state and federal disability laws and UCOP and campus disability policies. Connects the UC Berkeley community with the resources,

training, evaluative tools, and services that support equal access for disabled students, employees and visitors.

Title IX, Title VI, Title VII, and Section 1557

Contact

Kellie Brennan, Executive Director of Civil Rights & Whistleblower Compliance
Locally Designated Official
Interim Director and Title IX Officer
Office for the Prevention of Harassment and Discrimination (OPHD)
Banway Building, 2111 Bancroft Way Suite 300
Phone: 510-643-7985
Email: ask_OPHD@berkeley.edu or kelliiebrennan@berkeley.edu

Responsibilities

Coordinates the university's compliance with federal nondiscrimination requirements and ensures that the university responds appropriately, effectively, and equitably to complaints of harassment and discrimination based on a protected identity, including sexual violence and sexual harassment.

Equal Employment Opportunity/Affirmative Action Compliance (EEO/AA)

Responsibilities

Supports the university's compliance with Equal Employment Opportunity (EEO) and Affirmative Action (AA) as foundational components of an equitable and inclusive workplace and fulfills requirements under the university's status as a federal contractor.

Staff Contact

Tim Fuson, EEO Analyst
People & Culture - Diversity, Equity, Inclusion & Belonging
Phone: 510-642-5002
Email: staffeeo@berkeley.edu

Academic Contact

Karie Frasch, Director
Office of Faculty Equity & Welfare (OFEW)
200 California Hall
Phone: 510-642-1935

Email: ofew@berkeley.edu

¹ *Pregnancy* includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth.

² *Veteran or military status* includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services.