

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, color, national origin, religion, sex, gender identity, pregnancy¹, physical or mental disability, medical condition (cancer related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services². The University also prohibits sexual harassment.

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.

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](tel:510-643-7985)
Email: ask_OPHD@berkeley.edu

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.

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

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

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](tel:510-664-4012)
Email: access@berkeley.edu or ellacallow@berkeley.edu

Responsibilities

Connects the UC Berkeley community with the resources, training, evaluative tools, and services that support equal access to students, staff, faculty, and visitors with disabilities to participate in university-sponsored non-course-related programs or activities.

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](tel:510-643-7985)
Email: ask_OPHD@berkeley.edu or kelliebrennan@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)

Staff Contact

Tim Fuson, EEO Analyst
People & Culture - Diversity, Equity, Inclusion & Belonging
Phone: [510-642-5002](tel: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](tel:510-642-1935)
Email: ofew@berkeley.edu

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.