



## **Prohibited Discrimination Policy**

University of the Pacific does not discriminate in the administration of any educational services (including admissions, scholarships, loans, athletics or other University activities) or any employment decisions (including recruitment, training, compensation, benefits, employee relations, promotions and termination) on the basis of race, gender, sexual orientation, national origin, ancestry, color, religion, religious creed, age (except for minors or for bona fide occupational qualifications), marital status, cancer-related or genetic-related medical condition, disability, citizenship status, military service status, and any other status protected by law.

Non-discrimination requires compliance with federal and state employment laws and regulations including but not limited to the following: Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, as amended, Age Discrimination in Employment Act of 1967, Section 504 of the Rehabilitation Act of 1973, Title VI and Title IX of the Educational Amendments of 1972, Executive Order 11246 and 11375, California Labor Code, California Fair Employment and Housing Act, and Americans with Disabilities Act. University of the Pacific has designated the Assistant Vice President for Human Resources, as University Compliance Officer, to coordinate the University's efforts to comply with laws, orders, and regulations governing discrimination.

There are grievance procedures to resolve alleged acts of discrimination toward an applicant for admission, an applicant for employment, or any alleged discriminatory treatment of a student or an employee.

- ◆ Any faculty member having a complaint of violation of this policy should refer to the Faculty Handbook.
- ◆ Any staff member having a complaint of violation of this policy should refer to the Staff Grievance Procedure in the Staff Handbook.
- ◆ Any student having a complaint of violation of this policy should refer to the General Grievance section of the Tiger Lore.

Any person who is unclear as to how or where to file a complaint of violation of this policy statement should contact the Assistant Vice President for Human Resources, whose address is Department of Human Resources, University of the Pacific, 3601 Pacific Avenue, Stockton, CA 95211 and, whose telephone number is (209) 946-2124. The Assistant Vice President will promptly refer the person to the appropriate individual or office for the filing of the complaint.

The Department of Human Resources is responsible for advising and assisting University departments regarding compliance with the policy statement and with proper handling of any complaint.

The University's policy on Sexual and other Unlawful Harassment is available in the Department of Human Resources.