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Owner **Andy Alvarez:**
Assoc Dir, SW
Emp & Plcy
Admin

Area **Human
Resources**

Codes **EO 1088**

Systemwide Guidelines for Affirmative Action Programs in Employment

Policy

A. Purpose

The California State University (CSU) is committed to maintaining and implementing employment policies and procedures in compliance with applicable nondiscrimination and affirmative action laws and regulations. It is CSU policy (EO 1088) to provide equal employment opportunity for all persons regardless of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, and veteran status.

B. Program Development

Accordingly, each campus (including the Office of the Chancellor) shall establish and maintain a written affirmative action program and a set of procedures that are consistent with all applicable laws and regulations governing nondiscrimination and affirmative action.

C. Authority for Program Development and Compliance

1. Systemwide

The Chancellor, or his/her designee, shall be responsible for providing systemwide guidance in the effective adoption and implementation of affirmative action programs. This includes, but is not limited to, communicating with the campuses through policy memoranda or technical letters regarding legislative, regulatory or policy changes.

2. Campus

The President, or his/her designee, shall be responsible for the development and implementation of the campus affirmative action program. This includes, but is not limited to:

- Promulgating the affirmative action program;
- Updating the affirmative action program annually;
- Communicating about the program to campus administrators and other members of the campus community, as appropriate;
- Conducting training on the nondiscrimination, equal employment and affirmative action obligations of the CSU for members of the campus community, as appropriate; and
- Designing an administrative support structure that facilitates compliance with all applicable laws and regulations and systemwide policies and guidance.

Supersedes

Executive Order 883

Issued by

Timothy P. White, Chancellor

COPY

All Revision Dates

10/23/2013

Attachments

[Transmittal Letter](#)

Approval Signatures

Step Description

Approver

Date