

Equal Opportunity Plan for Individuals with Disabilities, Disabled Veterans, Veterans of the Vietnam Era and Other Eligible Veterans

I. STATEMENT OF POLICY

California State University, Fresno (the University) is committed to the principles of equal opportunity in education and employment, and to the protection of civil rights. It is the policy of the University to provide programs, services and benefits, including employment, without regard to race, religion, color, gender, marital status, pregnancy, national origin, age (over 40), mental or physical disability, sexual orientation, special disabled veteran's status, Vietnam Era or other covered veteran status.

This policy applies to all employment actions, and educational opportunities including but not limited to recruitment, hiring, education, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, and admission to education programs.

As President, I am committed to the principles of the Equal Opportunity Plan. In order to ensure its dissemination and implementation throughout all levels of the University, I have designated the Equal Employment and Educational Opportunity Plan Coordinator as the EEO Officer and the Director of Human Resources as the Americans with Disabilities Act (ADA) and Title IX Compliance Officer for California State University, Fresno. We also maintain an Equity Compliance Coordinator in Human Resources who oversees the daily applications of this Equal Opportunity Plan in all recruitment efforts.

In addition to this *Equal Opportunity Plan* and in furtherance of its policy of equal employment and educational opportunity, the University has developed a written *Equal Employment and Educational Opportunity Plan* which the University is committed to applying in order to ensure that its policy of nondiscrimination against protected classes is accomplished.

Both, the *Equal Opportunity Plan for Individuals with Disabilities, Disabled Veterans, Veterans of the Vietnam Era and Other Eligible Veterans* and the *Equal Employment and Educational Opportunity Plan* shall be available for inspection by any employee, or applicant for employment, during normal business hours, Monday through Friday, 8am to 5pm, at the Office of Human Resources and in the Academic Personnel Office. Interested persons should contact Human Resources at (559) 278-2364 for assistance. They are also available on the Human Resources web site at <http://www.cusfresno.edu/humres>.