20.00 POLICY ON NONDISCRIMINATION

<table>
<thead>
<tr>
<th>Responsible Officer:</th>
<th>VP - Student Affairs</th>
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<tr>
<td>Responsible Office:</td>
<td>SA - Student Affairs</td>
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<tr>
<td>Issuance Date:</td>
<td>8/15/1994</td>
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<tr>
<td>Effective Date:</td>
<td>8/15/1994</td>
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<tr>
<td>Scope:</td>
<td>For all pertinent activities involving University students, employees, and properties, the Policies Applying to Campus Activities, Organizations and Students apply to the Division of Agriculture and Natural Resources and to the Department of Energy Laboratories operated by the University of California, subject to Laboratory implementing regulations and contractual obligations between The Regents and the Department of Energy.</td>
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I. POLICY SUMMARY

The Policies Applying to Campus Activities, Organizations and Students are a compendium of University-wide policies relating to student life. Section 20.00 describes the University's policy against legally impermissible, arbitrary, or unreasonable discriminatory practices.

II. DEFINITIONS

Definitions for the Policies Applying to Campus Activities, Organizations and Students, and the campus implementing regulations adopted pursuant to them, are provided in Section 14.00.
III. POLICY TEXT

20.00 POLICY ON NONDISCRIMINATION

The University is committed to a policy against legally impermissible, arbitrary, or unreasonable discriminatory practices. All groups operating under the authority of The Regents, including administration, faculty, student governments, University-owned residence halls, and programs sponsored by the University or any campus, are governed by this policy of nondiscrimination. The intent of the University's policy on nondiscrimination is to reflect fully the spirit of the law. In carrying out this Policy, the University also shall be sensitive to the existence of past and continuing societal discrimination. (See also Appendix C [Nondiscrimination Policy Statement for University of California Publications Regarding Student-Related Matters]; Section 140.00; Section 150.00; and Section 160.00.)

IV. COMPLIANCE / RESPONSIBILITIES

Chancellors shall adopt campus implementing regulations consistent with these Policies. The University shall publish these Policies and make them widely available, and Chancellors shall do the same with respect to the implementing regulations for their campuses. This requirement may be satisfied through the on-line publication of these Policies and their respective campus implementing regulations. (See also Section 13.20 of these Policies.)

V. PROCEDURES

The President shall consult as appropriate with Chancellors, Vice Presidents, the Office of the General Counsel, and Universitywide advisory committees prior to amending these Policies. Chancellors shall consult with faculty, students, and staff prior to submitting to the President any campus recommendations related to proposed amendments to these Policies. Amendments that are specifically mandated by law, however, do not require consultation with campus representatives or Universitywide advisory committees to the extent that legal requirements do not permit such consultation. (See also Section 13.10 of these Policies.)

Chancellors shall consult with students (including student governments), faculty, and staff in the development or revision of campus implementing regulations except when the development or revision of such regulations results from changes to these Policies that have been specifically mandated by law. Campuses shall specify procedures, including consultation processes, by which campus implementing regulations may be developed or revised. (See also Section 13.30 of these Policies.)

Prior to their adoption, all proposed campus implementing regulations, including all substantive modifications to existing such regulations, shall be submitted to the Office of
the President for review, in consultation with the Office of the General Counsel, for consistency with these Policies and the law. (See also Section 13.40 of these Policies.)

VI. RELATED INFORMATION

See also Policies Applying to Campus Activities, Organizations and Students sections:

10.00 Preamble and General Provisions
11.00 Authority
12.00 Applicability
13.00 Development and Review of Universitywide Policies and Campus Implementing Regulations
14.00 Definitions

VII. FREQUENTLY ASKED QUESTIONS

Not applicable

VIII. REVISION HISTORY

Original issuance September 1, 1970
Revised October 29, 1973
Revised July 21, 1978
    Effective January 3, 1979
Revised October 31, 1983
Revised August 15, 1994
Reformatted June 1, 2012 into the standard University of California policy template