



# Equal Employment Opportunity and Non-Discrimination Policy

## I. Purpose of Policy

This policy establishes uniform guidelines in order to promote a work and educational environment at California Science and Technology University (CSTU) that is free of discrimination and harassment, and to affirm the University's commitment to equal opportunity and affirmative action.

## II. Policy Scope

This policy applies to faculty, staff, and applicants for employment, students, and third parties (including visitors and community members).

Nothing in this policy provides any contractual rights regarding employee treatment, nor does anything in this policy alter or modify the employment-at-will relationship between CSTU and its employees.

## III. Policy Statement

As a WIOA Title-I financially assisted program, California Science and Technology university, is an equal opportunity employer/program. Auxiliary aids and services are available upon request for individuals with disabilities.

CSTU does not discriminate on the basis of race, religion, color, national origin, sex, handicap, or age in any of its policies, procedures or practices. The University's nondiscrimination policies comply with Title VI of the Civil Rights Act of 1964 (pertaining to race, color, and national origin), Title IX of the Education Amendments of 1972 (pertaining to sex), Vietnam Era Veterans Readjustment Assistance Act of 1974 (pertaining to veterans), and Section 504 of the Rehabilitation Act of 1973 (pertaining to age).

California Science and Technology University is committed to equal access to educational opportunities for students with disabilities. A student with a disability and who needs an academic accommodation is encouraged to contact the President of the CSTU.



California Science and Technology University is committed to the principle of equal opportunity in education and employment. CSTU prohibits discrimination against and harassment of any student, employee, applicant for employment, third party or community member because of race; color; national or ethnic origin; age; religion; sex; sexual orientation; gender; gender identity and expression; including a transgender identity; genetics; veteran status; retaliation; and any other characteristic protected under applicable federal or state law, herein called "protected categories." The University expects all CSTU employees, students, and community members to join with and uphold this commitment.

All CSTU personnel at the exempt level who are responsible for hiring, promoting, and managing employees and/or University programs are required to promptly escalate all potential violations of this policy to a supervisor, or any senior member of the University administration, directly to the administration office or email to [admission@cstu.org](mailto:admission@cstu.org).

## IV. Reporting

Employees are encouraged to bring to the attention of President any incident that he or she believes involves discrimination. Any concerns that this equal opportunity policy may be violated may be reported to the administration office or to [admission@cstu.org](mailto:admission@cstu.org). Upon receipt of the concern, CSTU will promptly review the concern(s) and take remedial action it deems appropriate under the particular circumstance.

California Science and Technology University also prohibits retaliation based on a protected activity, such as the filing of a complaint of discrimination or participation in the investigation of such a claim. Any witness, complainant or respondent involved in an investigation ought not to be retaliated against for their participation in the fact-finding process.

Any employee found to be engaging in behavior prohibited by this policy will be subject to disciplinary action, up to and including termination of employment.

As a member of the CSTU community you have the right to work, learn, and live in an environment free from discrimination.

## V. References

Laws Enforced by EEOC. (n.d.). Retrieved December 20, 2015, from <http://www.eeoc.gov/laws/statutes/index.cfm>



45 CFR Parts 80, 84, 86, 90 and 91 – Nondiscrimination Under Programs Receiving Federal Assistance Through the Department of Health and Human Services Effectuation of Title VI of the Civil Rights Act 1964. (n.d.). Retrieved December 20, 2015, from <https://www.law.cornell.edu/cfr/text/45/part-80>

Laws and Regulations Enforced by OCR. (2007, August 22). Retrieved December 20, 2015, from <http://www.hhs.gov/civil-rights/for-providers/laws-regulations-guidance/laws/index.html>