

CHAPTER A: POLICY STATEMENT
41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

California State Polytechnic University, Pomona (CPP) upholds a policy of ensuring equal employment opportunity in all aspects of employment and career advancement, regardless of race, religion, color, national origin, sex, age, sexual orientation, gender identity, or status as a protected veteran or individual with a disability. This commitment extends to all levels of employment, including executive roles. CPP categorically prohibits discrimination against any applicant or employee based on the aforementioned protected categories or any other protected category enumerated by federal or state law.

Decisions related to personnel policies and practices, such as recruitment, selection, hiring, compensation, training, promotion, demotion, transfer, and non-retention, shall be made based on an individual's ability to perform a specific job and the feasibility of any necessary job accommodations. CPP will make every effort to provide reasonable accommodations to individuals with disabilities and veterans with disabilities.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;
- (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or
- (4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.


CPP's commitment to equal opportunity is not only rooted in compliance with state and federal regulations but also reflects the University's role as an employer in the community, striving to offer job opportunities to all individuals, irrespective of race, religion, color, national origin, sex, age, sexual orientation, gender identity, status as a protected veteran or individual with a disability, or any other protected category enumerated by federal or state law.

CPP is proactive in evaluating the audit and reporting systems to measure the effectiveness and compliance of the Affirmative Action Plan (AAP). This involves assessing the need for mitigating actions, determining the attainment of objectives, and ensuring that opportunities to participate in university-sponsored activities are extended to all employees and applicants.

CPP is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore, will not retaliate or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. CPP employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with California State Polytechnic University, Pomona's legal duty to furnish the information.

If you have questions regarding our equal employment opportunity policies, you may contact the EEO Specialist. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with the EEO Specialist located in the Office of Employee/Labor Relations & Compliance located in the Student Services Building, 121-West, Suite 2700.

If you have any questions regarding our harassment policies or the complaint procedure, you may contact the AVP for the Office of Equity and Compliance, also located in the Student Services Building, 121-West, Suite 2700.


[Soraya M. Coley \(Jan 30, 2024 16:12 PST\)](#)

(Signature)

Soraya M. Coley, Ph.D.
President

January 25, 2024