



# Policies Applying to Campus Activities, Organizations and Students (PACAOS)

## 20.00 POLICY ON NONDISCRIMINATION

<b>Responsible Officer:</b>	Vice President and Vice Provost
<b>Responsible Office:</b>	Graduate, Undergraduate and Equity Affairs
<b>Issuance Date:</b>	2/20/2024
<b>Effective Date:</b>	2/20/2024
<b>Scope:</b>	For all pertinent activities involving University students, employees, and properties, the <i>Policies Applying to Campus Activities, Organizations and Students</i> 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.

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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.

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## II. DEFINITIONS

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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.

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## III. POLICY TEXT

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### 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.)

See also the [University of California Anti-Discrimination Policy](#).

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## IV. COMPLIANCE / RESPONSIBILITIES

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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*.)

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## V. PROCEDURES

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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*.)

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## VI. RELATED INFORMATION

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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

See also the [University of California Anti-Discrimination Policy](#).

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## VII. FREQUENTLY ASKED QUESTIONS

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Not applicable

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## VIII. REVISION HISTORY

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**February 20, 2024:** Updated to reflect the issuance of the University of California Anti-Discrimination Policy.

This Policy is also reformatted to meet Web Content Accessibility Guidelines (WCAG) 2.0.

**June 1, 2012:** Reformatted into the standard University of California policy template

**August 15, 1994:** Revised

**October 31, 1983:** Revised

**July 21, 1978:** Revised - Effective January 3, 1979

**October 29, 1973:** Revised

**September 1, 1970:** Original issuance