

CSUN EQUAL EMPLOYMENT OPPORTUNITY POLICY - EEO

As part of California State University, Northridge, KCSN follows the University's policy of providing equal employment opportunities to all qualified individuals. KCSN's recruitment and hiring activities are directed and administered by the Human Resource Department of California State University, Northridge.

California State University, Northridge establishes this policy in recognition of its development of individuals, and its concern for the rights of individuals.

California State University, Northridge will comply with federal and state regulations relating to affirmative action and nondiscrimination obligations. The University will provide equal opportunity in education and employment for all qualified persons; prohibit illegal discrimination and harassment based on age, race, religion, color, national origin, gender, sexual orientation, ancestry, national origin, medical condition, physical or mental 'disability', physical or mental impairment, marital or veteran status; and promote the full realization of equal education and employment opportunities through a positive and continuing program of affirmative action for the University as a whole and for each constituent unit.

This policy governs all university educational and employment practices and procedures including, but not limited to, recruitment, employment, enrollment, rate of pay or other compensation, advancement, reclassification, promotion, financial aid, demotion, renewal, non-renewal, termination, dismissal, transfer, layoff, leave, training, employee benefits, grading and program access.

It will be a violation of this policy to dismiss, discharge, expel, penalize, discipline, harass, adversely alter academic grades or otherwise discriminate against any student, faculty, or staff member because he/she has opposed any discriminatory practice, filed an internal or external complaint of discrimination, or testified or assisted in any proceeding in accordance with this policy.

Responsibility and authority for the dissemination and implementation of this policy lies ultimately with the President of the University with the support of university administrators, faculty, and staff and with assistance from the Director of Employment Practices and Affirmative Action. Practically, the responsibility and authority to act affirmatively to provide equality of opportunity in education and employment lies with all who are in decision-making positions within the University. Support for the University's affirmative action policy will be considered in the annual evaluation of administrators and supervisors. The University will commit appropriate resources and create a supportive atmosphere for the implementation of this policy.

Find out more at <http://www-admn.csun.edu/eqtydiv/>