

Equal Opportunity

CSUEB assures equal opportunity for all, i.e., faculty, staff, administrators, independent contractors, students and the public who use our facilities. Equal Opportunity means an environment free of discrimination, harassment and retaliation against persons in protected categories and that provides access and reasonable accommodations to persons with disabilities and accommodates religious beliefs.

Equal Opportunity for Faculty, Staff and Administrators

There are numerous federal and state laws, as well as CSU and CSUEB policies, that assure equal opportunity for employees and applicants in the following protected categories: age, ancestry, citizenship, color, physical and mental disability, medical condition, sex, gender, gender identification, immigration status, marital status, pregnancy, national origin, race, ethnicity, religion, creed, sexual orientation and covered veteran's status. Independent contractors are also protected from harassment on the basis of any of the above protected categories.

Federal laws include: the Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, Executive Order 11246, the Age Discrimination and Employment Act of 1967, Section 501 of the Rehabilitation Act of 1973, the Pregnancy Discrimination Act, Title I and Title V of the Americans with Disabilities Act of 1990, and the Uniformed Services Employment and Reemployment Rights Act of 1994.

California law includes: California's Fair Employment and Housing Act.

Equal Opportunity for Students

There are numerous federal and state laws, as well as CSU and CSUEB policies, that assure equal opportunity for students and prospective students in the following protected categories: race, ethnicity, color, gender, sex, national origin, ancestry, disability, medical condition, age, religion, and sexual orientation.

Federal laws include: Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendment of 1972, Section 504 of the Rehabilitation Act of 1973, Age Discrimination Act of 1975, and Title II of the Americans' with Disabilities Act.

California law includes: Unruh Civil Rights Act.

Equal Opportunity for the Public

There are numerous federal and state laws, as well as CSUEB policies, that assure equal opportunity for the public using CSUEB facilities in the following protected categories: race, color, sex, national origin, ancestry, disability, medical condition, age, religion, and sexual orientation.

Federal laws include: Title II of the Americans' with Disabilities Act.

California law includes: Unruh Civil Rights Act.