

Statement of Affirmative Action Principles (In compliance with Title VII of the Civil Rights Act of 1964, the Equal Pay Act, Ex. Order 11246 and Title IX of the Education Amendments of 1972.)

It is the policy of the California State University, Stanislaus to provide equal employment opportunities to all applicants and employees regardless of race, religion, sex, marital status, and sexual preference, national origin, age, Viet Nam era veteran status, or physical challenge. Employment, retention, and advancement of employees and the granting of permanent status must be based on merit and must be responsive to the needs of the institution. Beyond assurances of nondiscrimination, the California State University, Stanislaus encourages positive efforts to increase the opportunities for employment and advancement of women and members of minority groups.

Affirmative Action means that a "benign neutrality" under which no particular effort is made is not enough. Affirmative Action requires the identification of areas where minorities and women are underutilized in occupations, at certain salary levels, or in organizational units. It also requires that specific good faith efforts be made to enhance opportunities for employment and advancement for those who, on the basis of their abilities, merit such opportunities. Implicit in Affirmative Action is an awareness of the potential of existing employees and an effort to utilize this potential by providing avenues for upward mobility.

Effective Affirmative Action plans must be based on sound personnel management programs and policies. For that reason, the emphasis is placed on the identification of problems related to the employment of women and minorities should result in actions which will enhance and improve total campus operations and management. For further information, please contact the Affirmative Action Office.