

THE UNIVERSITY VALUES



Statement of Values

San Francisco Bay University (University) believes that all members of the University community, including students, faculty, staff, and visitors, should pursue their work, education, and engagement in University programs and activities in a safe environment, free from discrimination and harassment based on protected characteristics, and retaliation. The University's primary concern is the safety and security of students, staff, faculty, and the University community.

Statement of Non-Discrimination

The University prohibits discrimination on the basis of actual or perceived **race, color, ethnicity, religion** (including religious dress and grooming practices), **creed, sex** (including sexual orientation, gender, gender identity, and gender expression), **age** (40 years and over in the employment context), **marital status, national origin, citizenship status, employment status, income status, shared ancestry and ethnic characteristics, partnership status, medical condition** (including cancer and genetic characteristics), **pregnancy** (including childbirth, breastfeeding, or related medical conditions), **disability, political belief or affiliation, domestic violence victim status, military or veteran status**, and any other class of individuals protected from discrimination under federal, state, or local law.

