



Equal Employment Opportunity, Non-Discrimination, and Affirmative Action Policy

Category: Legal/Compliance

Responsible Office: Title IX and Equity Office

Responsible Administrator: General Council

Date Effective: 06/06/2025

Date Last Revised: 04/14/2025

Date Posted to Library: July 2025

POLICY SUMMARY

This policy reaffirms the University's continuing commitment to the principles of equal employment opportunity and increases effectiveness by setting forth the actions being taken concerning employment opportunities. It also describes the procedures the college will follow to investigate and/or resolve complaints.

POLICY

Policy Statement

San Francisco Bay University ("SFBU" or "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 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.

Applicability

This Policy applies to all students, staff, faculty, and other individuals participating in or seeking to participate in the University's program or activities, including education and employment.

Procedure

Refer to the San Francisco Bay University Policy on Prohibited Discrimination, Harassment, and Retaliation ("Nondiscrimination Policy") for the most current and complete procedures governing the reporting, investigation, and resolution of complaints of discrimination, harassment, and retaliation.

Statement of Equal Employment Opportunity

- The University is an equal-opportunity educator and employer, proudly pluralistic, and firmly committed to providing equal opportunity for persons of all backgrounds and a diverse, inclusive, equitable environment. The University is committed to providing a safe and transparent University community where discrimination, harassment, and retaliation are universally recognized as intolerable, where those who are harmed are provided support and resolution options, and where a fair and impartial resolution process is provided to all parties.

Statement of Non-Discrimination

- San Francisco Bay University does not discriminate 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.

As a matter of institutional policy and consistent with its obligation as a federal government contractor, San Francisco Bay University is committed to principles of inclusion and equity and will comply with all requirements in accordance with law.

Internal Reporting and Resources

- Refer to the Nondiscrimination Policy for comprehensive guidance on how and where to report incidents internally, access University resources, and other including internal and external reporting channels.

Formal Resolution Process: Investigations

- For the formal complaint process, including investigation procedures, adjudication, and resolution of complaints, please consult the Nondiscrimination Policy.

Privacy and Confidentiality

- The University's commitments and definitions regarding privacy and confidentiality are governed by the provisions in the Nondiscrimination Policy.

Protection against Retaliation

- The University's standards and procedures for addressing retaliation are defined and enforced in accordance with the Nondiscrimination Policy.

External Reporting

- Information regarding external complaint mechanisms through federal and state agencies can be found in the Nondiscrimination Policy.

Responsibility

General Counsel

RELATED INFORMATION

San Francisco Bay University Policy on Prohibited Discrimination, Harassment, and Retaliation

SFBU Employee Handbook

CONTACT INFORMATION

Title IX and Equity Office

t9-equity@sfbu.edu

REVISION HISTORY

04/07/2025 - revised to align with updates to Nondiscrimination policy

02/02/2025 - Policy transferred to the standard policy template

06/22/2020 - Policy updated and posted to website

Next Review Date

July 2028

APPROVAL

05/17/2025 - Board of Trustees

04/28/2025 - President

04/17/2025 - University Policy Committee

APPENDICES

None