



2025 AFFIRMATIVE ACTION PLAN FOR
PROTECTED VETERANS AND
INDIVIDUALS WITH DISABILITIES

Approved: 
Ronald S. Rochon
President

**NONDISCRIMINATION
PROGRAM
FOR PROTECTED
VETERANS**

For

California State University, Fullerton
November 1, 2025 through October 31, 2026

Table of Contents

Preface - 4

Equal Employment Opportunity and Nondiscrimination Statement of Policy - 6

Definitions - 8

Responsibility for Implementation - 9

Request for Self-Identification - 11

Review of Personnel Processes - 12

Review of Physical and Mental Job Requirements - 14

Reasonable Accommodations - 15

Compensation - 16

Harassment - 17

Training - 18

Internal Dissemination of Policy - 19

Outreach, Positive Recruitment and External Dissemination of Policy - 20

Assessment of Outreach and Recruitment Efforts - 22

Audit and Reporting Systems - 23

Data Collection Analysis - 28

Hiring Benchmarks - 29

Data Collection for Protected Veterans - 31

Veteran Benchmarks for Hiring Analysis - 32

Preface

CSU Fullerton, (also referred to as the University), is committed to the concept and practice of equal opportunity and non-discrimination. In the preparation of this Nondiscrimination Program we have been guided by the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002 (38 U.S.C. § 4212), and its implementing OFCCP regulations (41 C.F.R. Part 60-300). Nothing contained in this Nondiscrimination Program or its supporting data should be construed as an admission by the University, in whole or in part, that it has contravened any federal, state, or local employment practice laws, or to sanction the discriminatory treatment of any person.

While the University firmly believes in dissemination of its nondiscrimination policies and equal employment opportunity practices and makes the non-data components of this Nondiscrimination Program available for review to employees and applicants upon request, the Nondiscrimination Program remains a proprietary document of the University. Moreover, the data on which the University has relied in preparing this Non-Discrimination Program are confidential and sensitive, and the University believes release of the data would subject the University to commercial harm. Reports that require specific data, such as names of employees and salary information, are not an official part of this Non-Discrimination Program. This information is on file at the University as Documentation and Supporting Data for Nondiscrimination Program Reports, and is available for review only as required by law.

If this Nondiscrimination Program or any supporting data or documentation are submitted to any regulatory agency pursuant to the Vietnam Era Veterans' Readjustment Assistance Act and/or any implementing regulations (as any or all have been or may be amended), the Equal Employment Opportunity Commission, any local or state fair employment practice agency, or any other federal, state or local government agency, those documents and the information they contain are to be considered confidential and not subject to disclosure without notifying the University of the agency's decision to disclose and providing the University with ample time to contest the disclosure. Advance notice of disclosure should be sent to The Office of the Vice President of Human Resources and Inclusive Excellence located at CSUF, College Park, Suite 700. The University requests this information be treated as exempt from public disclosure under the Freedom of Information Act, 5 U.S.C. § 552.

No information contained in the Nondiscrimination Program or any supporting data or documentation is to be copied, removed from the premises, or released to other individuals without a prior notification to and permission from the University.

This Nondiscrimination Program does not constitute an express or implied contract between the University and its employees, job applicants, or other persons, nor does it

change in any way the basic at will employment relationship all University employees have with the University. Nothing in this Nondiscrimination Program creates a private right of action on behalf of any individual or group against the University.

Equal Employment Opportunity and Nondiscrimination Statement of Policy

41 C.F.R. 60-300.44(a)

It is the policy of CSU Fullerton not to discriminate or allow the harassment of employees or applicants on the basis of protected veteran status or any other characteristic protected by law with regard to any employment practices, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities, provided the individual is qualified, with or without reasonable accommodation, to perform the essential functions of the job. This policy applies to all jobs at the University. The University will continue to ensure individuals are employed, and employees are treated during employment, without regard to their protected veteran status or any other characteristic protected by law in all employment practices as follows.

Employment decisions at the University are based on legitimate job-related criteria. All personnel actions or programs that affect qualified individuals, such as employment, promotion, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law. Employees may choose to voluntarily disclose their protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The University makes, and will continue to make, reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified disabled veterans, unless such accommodation would impose an undue hardship on the operations of the University.

CSU Fullerton and its President are fully committed to the principles of equal employment opportunity and nondiscrimination and support the successful implementation of the University's Non-Discrimination Programs. Edelmira Reynoso, Equity and Inclusion Recruitment Advisor, for the University, has been appointed with responsibility for review of the University's EEO activities. All managers and supervisors will take an active part in the University's Nondiscrimination Program to ensure all qualified employees and prospective employees are treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, CSU Fullerton will solicit the cooperation and support of all employees for the University's Equal Employment Opportunity and Nondiscrimination Statement of Policy.

In accordance with public law, the University's Nondiscrimination Policy for protected veterans is available for inspection in the Human Resources Department, located in College Park, during normal business hours upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review hearing, or other activity related to the administration of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and/or any other federal, state or local law or regulation regarding equal employment opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations.

Definitions

41 C.F.R. 60-300.2

"DISABLED VETERAN" is (1) A veteran of the U.S. military, ground, naval, or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (2) A person who was discharged or released from active duty because of a service connected disability.

"QUALIFIED DISABLED VETERAN" means a disabled veteran as defined above who has the ability to perform the essential functions of the employment position at issue with or without reasonable accommodation.

"RECENTLY SEPARATED VETERAN" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

"ARMED FORCES SERVICE MEDAL VETERAN" is any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

"ACTIVE DUTY WARTIME OR CAMPAIGN BADGE VETERAN" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.

"PROTECTED VETERANS" means Disabled Veterans, Recently Separated Veterans, Armed Forces Service Medal Veterans, and Active Duty Wartime or Campaign Badge Veterans.

Responsibility for Implementation

41 C.F.R. 60.300.44 (i)

The President has the overall responsibility and accountability for implementation of the CSUF's policies and programs on Nondiscrimination Policy and EEO. The coordination, development and implementation of these policies and programs and the day-to-day management of the functions has been delegated to the Vice President for Human Resources and Inclusive Excellence, who has the full support of CSUF President and senior management.

The Vice President for Human Resources and Inclusive Excellence is responsible for ensuring fair and equal treatments of all individuals in the processes which affect education and employment by enforcing all federal/state laws and regulations as well as CSUF policies and procedures related to civil rights, equal opportunity and nondiscrimination. The Vice President for Human Resources and Inclusive Excellence oversee activities related to the implementation of the AAP and related programs. In furtherance of CSUF's commitment to nondiscrimination and EEO to covered veterans and individuals with disabilities, it has designated specific responsibilities to various staff.

The Equity and Inclusion Recruitment Advisor duties include :

- Annually updating of the AAP for individuals with disabilities and covered veterans.
Maintaining management support and cooperation for CSUF's AAP.
- Collaborating with senior management on EEO items..
- Providing guidance to managers and supervisors in taking proper action to prevent applicants from being harassed in any way.
- Consulting with managers, departmental personnel and search committees on recruitment strategies and procedures and monitoring hiring decisions.
Approving recruitment plans.
- Reviewing results of audit and reporting systems to assess the effectiveness of the CSUF EEO programs and to direct corrective actions where necessary.
- Keeping management informed of the latest developments in the equal employment opportunity area.
- Monitoring the review process of qualifications of all employees to ensure equal employment opportunity, based on job-related employment practices.
- Conducting periodic audits of training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives.
- Monitoring the review of all position descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.
- Ensuring that CSUF VETS-4212 report is filed annually with the Department of Labor.

Executive Director for Civil Rights and Title IX Coordinator:

- Ensuring that training is provided on anti-discrimination matters, such as sexual harassment and diversity awareness issues.
- Evaluating and investigating discrimination complaints filed by students, faculty, and staff.
- Ensuring that disabled veterans, other veterans and employees with disabilities have had the opportunity to participate in all-CSUF-sponsored educational, training, recreation and social activities.

Manager of Disability Accommodations Duties include, but are not limited to:

- Serving as the Americans with Disability Act (ADA) Compliance Manager for CSUF, assures that CSUF is in compliance with the ADA Section 503 of the Rehabilitation Act of 1973 and other federal and state laws and regulations pertaining to person with disabilities.

Director of Disability Student Services Duties include, but are not limited to:

- Serving as the Americans with Disability Act (ADA) Compliance Manager for CSUF, assures that CSUF is in compliance with the ADA Section 504 of the Rehabilitation Act of 1973 and other federal and state laws and regulations pertaining to person with disabilities.

Managers and Supervisors

- In their direct day-to-day contact with CSUF's employees, managers and supervisors have assumed certain responsibilities to help CSUF to ensure compliance with EEO programs and effective implementation of the AAP. These include, but are not limited to the following:
- Working closely with the Equity and Inclusion Recruitment Advisor to ensure AAP compliance.
- Taking action to prevent harassment of employees, including disabled veterans, other veterans, and individuals with disabilities.
- Ensuring that all interviews, offers of employment and/or wage commitments are consistent with CSUF policy.
- Ensuring that internal promotion and transfer of all employees under their supervision is consistent with AAP goals and objectives.
- Assisting in identifying problem areas and providing needed information for establishing and meeting department AA goals and objectives.
- Seeking and sharing information on reasonable accommodations which have been or could be made for known disabilities.
- Ensuring posters and notices are properly displayed or disseminated in ways that are accessible and understandable to applicants and employees and Keeping management informed of developments in the non-discrimination area.

Request for Self-Identification

41 C.F.R. 60-300.42

In order to notify applicants and employees of the existence of and the opportunity to participate in this Nodiscrimination Program and to provide sufficient data to allow CSU Fullerton to measure and improve, if necessary, the effectiveness of the University's non-discrimination efforts, the University invites applicants and employees to voluntarily self-identify as a protected veteran as follows:

- When an applicant applies or is considered for employment, the University provides the applicant with an opportunity to voluntarily self-identify protected veteran status.
- Following an offer of employment but before an individual begins working, the University provides an additional opportunity to voluntarily self-identify protected veteran status.
- The invitation to self-identify will state the University is a federal contractor required to take proactive steps to employ and advance in employment protected veterans, and summarize the relevant portions of the applicable law and the University's Non-Discrimination Program.
- The invitation to self-identify will state the information is being requested on a voluntary basis, it will be kept confidential, refusal to provide the requested information will not subject the applicant to any adverse treatment, and the information will not be used in a manner that is inconsistent with applicable law.
- The University will keep all self-identification information confidential and maintains it in a data analysis file rather than in individual employee personnel or medical files.

Review of Personnel Processes

41 C.F.R. 60-300.44(b)

CSU Fullerton periodically reviews its personnel procedures to determine whether they ensure the careful, thorough, and systematic consideration of the job qualifications of employees or applicants who are protected veterans for jobs filled either by hiring or promotion and for educational or training opportunities.

Vacancies are advertised, and applications are accepted from any interested person. The University's employment materials, including items such as its employment application, the careers section of its website, and job advertisements, will include a nondiscrimination statement to further inform applicants of the University's policy of equal employment opportunity. All non-executive positions lasting three days or more not expected to be filled from within will be referred to the appropriate state employment service delivery system. In addition, to ensure protected veterans are aware of job openings, the University will send vacancy announcements to the employment sources listed in this Nondiscrimination Program.

The University ensures its personnel processes do not limit, segregate, or classify an employee or applicant in a way that adversely affects employment opportunities or status because of status as a protected veteran. The University makes sure when a protected veteran is considered for an employment opportunity, the University relies only on that portion of the individual's military record, including military discharge papers, relevant to the requirements of the opportunity at issue.

The University periodically reviews any physical and mental job qualifications to ensure they do not tend to screen out disabled veterans for reasons that are not job related or consistent with business necessity, or do not relate to ensuring the safe performance of the essential functions of the job. The University reviews its personnel processes to ensure protected veterans are not stereotyped in a manner that limits their access to jobs for which they are qualified. The University also ensures applicants and employees who are protected veterans and who meet job qualifications have equal access to its personnel processes, including those implemented through information and communication technologies, and provides necessary reasonable accommodation to ensure applicants and employees who are disabled veterans receive equal opportunity in the operation of personnel processes.

CSUF periodically conducts a review of its employment processes to ensure thorough and systematic consideration of the job qualifications of (a) known veteran applicants and employees; and (b) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. In order to determine whether an individual is qualified for a

particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.

Review of Physical and Mental Job Requirements

41 C.F.R. 60-300.44(c)

CSU Fullerton reviews physical and mental job qualification requirements as job qualification requirements are established or revised to ensure qualification requirements do not screen out qualified disabled veterans for reasons that are not job related or consistent with business necessity and the safe performance of the essential functions of the job. This review occurs at regular intervals throughout each calendar year, such as when a job may be advertised or filled through hiring or promotion, when the duties of a position are significantly revised, and when considering requests for reasonable accommodation related to the performance of the functions of the position.

The University also regularly reviews its personnel processes to ensure any medical exams or inquiries are conducted in accordance with applicable law. Information regarding the medical condition or history of an individual obtained as a result of any such inquiry or exam is collected and maintained on separate forms and in separate medical files and treated as a confidential medical record.

To the extent any physical or mental job qualification measurements are found to potentially screen out qualified disabled veterans in the selection of employees or applicants for employment or in other changes in employment status such as promotion or training, the University will ensure the requirements are related to the specific job(s) for which the individual is being considered and are consistent with business necessity and the safe performance of the job.

To ensure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for all known covered veterans and employees and applicants with qualified disabilities, reviews are periodically made of CSUF's physical and mental qualifications and requirements as they relate to employment, training, and promotion. CSUF's physical and mental job requirements are reviewed to determine whether they are job-related and consistent with business necessity and safe performance on the job. Prior to initializing a recruitment, position descriptions for staff and management positions are reviewed and approved by Human Resources to ensure that the job summary, essential functions, qualifications and physical and mental working conditions of a position are necessary and accurate. For faculty, the review and approval process is conducted through the Department Chair, Dean, Provost and the Vice President for Human Resources and Inclusive Excellence.

Reasonable Accommodations

41 C.F.R. 60-300.44(d)

CSU Fullerton has made and will continue to make reasonable accommodation to the known physical and mental limitations of otherwise qualified employees and job applicants who are disabled veterans unless such accommodation would impose an undue hardship.

If a veteran has a disability, the University encourages the individual to request reasonable accommodation to enable the individual to perform a job safely. Such accommodations may include special equipment, changes in the physical layout of the job, modification of job duties, or other reasonable accommodations. The University will inform employees and applicants of the process for requesting reasonable accommodation.

Where an employee who is known to be a veteran with a disability is having significant difficulty performing job duties and the University reasonably concludes the performance issues may be related to a known disability, the University may notify the employee of the performance problem and confidentially inquire whether the problem is related to the employee's disability. If the employee indicates a disability is impacting performance, the University will engage in confidential discussions with the employee about the performance problem and the need for reasonable accommodation.

Compensation

41 C.F.R. 60-300.21(i)

In offering employment or promotions, CSU Fullerton does not reduce the amount of compensation offered to protected veterans because of any disability income, pension, or other benefit the employee receives from another source. Similarly, the University does not reduce the amount of compensation offered to an employee or applicant because of the actual or anticipated cost of a reasonable accommodation needed, requested, or anticipated.

Harassment

41 C.F.R. 60-300.44(e)

CSU Fullerton has developed and implemented policies and procedures to ensure employees who are protected veterans are not harassed because of their veteran status.

A copy of the University's Equal Employment Opportunity and Nondiscrimination Statement of Policy, which forbids harassment against individuals based on protected characteristics, is included in this Nondiscrimination Program.

Training

41 C.F.R. 60-300.44(j)

CSU Fullerton trains personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the University's Nondiscrimination Program are implemented.

CSUF does not permit discrimination, retaliation or harassment on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status. CSUF has developed and implemented a set of procedures to ensure that its employees who are disabled or other veterans are not harassed due to those conditions. See

<https://calstate.policystat.com/policy/17647883/latest/> for a copy of the CSU anti-harassment policy which includes a section prohibiting harassment of individuals with disabilities or veterans.

Internal Dissemination of Policy

41 C.F.R. 60-300.44(g)

CSU Fullerton recognizes that, however strong its outreach program, internal support from supervisory management and other employees is necessary to ensure maximum effectiveness of its Nondiscrimination Program for protected veterans. The University may utilize the following procedures to enhance the internal implementation and dissemination of its Equal Employment Opportunity and Nondiscrimination Statement of Policy, as appropriate:

- The University's Equal Employment Opportunity and Nondiscrimination Statement of Policy will be made available to applicants and employees. The policy includes a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under the Vietnam Era Veterans' Readjustment Assistance Act, of 1974, as amended.
- An invitation to participate in the University's Nondiscrimination Program by voluntarily self-identifying as a protected veteran will be disseminated to all applicants, as well as to all employees once the University has extended a job offer, but before beginning employment duties.
- The University will publicize the policy in University's publications.
- The University will hold meetings with executive, management and supervisory personnel to explain the University's policy of nondiscrimination and to make clear the President's support for the policy.
- The University will inform applicants and employees of its commitment to engage in nondiscrimination, including by discussing the policy in various employee and manager training sessions.
- When employees are featured in employee handbooks or similar publications, efforts will be made to include protected veterans.
- University publications will include articles on accomplishments of all employees, including protected veterans.

If the University has or becomes party to collective bargaining agreements, union officials will be informed the University is bound by the terms of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and is committed to take proactive steps to employ and advance in employment protected veterans, and the University will not discriminate against protected veterans. For those sites not subject to a collective bargaining agreement, no notification of union officials is necessary.

Outreach, Positive Recruitment and External Dissemination of Policy

41 C.F.R. 60-300.44(f)

CSU Fullerton has reviewed its employment practices to determine whether its personnel programs are designed to effectively recruit and advance in employment protected veterans. While the University believes there are no deficiencies in its current employment practices with respect to applicants and employees who are protected veterans, it engages in outreach, positive recruitment, and external dissemination programs to augment its existing non-discrimination efforts. The University engages in or has made plans to implement the activities outlined in this Nondiscrimination Program, as appropriate.

The University will inform recruiting sources of CSU Fullerton's policy of nondiscrimination for protected veterans. Recruiting sources will be requested to actively recruit and refer qualified protected veterans for all positions.

The University will make the Equal Employment Opportunity Clause part of all covered contracts and purchase orders.

The University will inform subcontractors, including subcontracting vendors and suppliers, of its Equal Employment Opportunity and Non-Discrimination Statement of Policy, and request appropriate action on their part.

The University will post all job vacancies (other than some executive and senior management positions or positions lasting three days or less) for which it considers external applicants with the local employment delivery system where the opening occurs. These postings will occur before or concurrently with the use of other recruitment efforts to fill the job and will be provided in the manner and format specified by the relevant agency that will allow the agency to provide priority referral of protected veterans.

The University also will provide the employment service delivery system with the name and location of all hiring locations within the state and the contact information for an employee who can answer questions about such job listings. The notice also will include the names and contact information for job search organizations the University uses to assist in hiring, if any. If any of the information in this disclosure changes, the University will send an update with the next relevant job listing.

The University will identify local organizations and/or community agencies specializing in placing and/or developing training programs for protected veterans and send them

notices of vacant positions. Examples of these outreach efforts may include contacting the following:

- Local Veterans' Employment representatives in the Employment One-Stop Career Centers near the facilities covered in this Nondiscrimination Program Department of
- Veterans Affairs offices close to the facilities covered in this Non-Discrimination Program
- Placement or career offices of educational institutions specializing in the placement of protected veterans
- Private recruitment sources, such as professional organizations or employment placement services specializing in the placement of protected veterans
- Local veterans' groups and veterans' service centers near the facilities covered in this Nondiscrimination Program
- Department of Defense Transition Assistance Program (TAP)
- All CSUF career opportunities are posted to veteransinhighered.com.

Recruitment efforts at educational institutions may incorporate special efforts to reach students who are protected veterans.

Efforts will be made to have employees who are protected veterans serve as company representatives during career days, job fairs, and related recruitment efforts.

Advertisements or solicitations for prospective employees will indicate the University is an equal opportunity employer.

Assessment of Outreach and Recruitment Efforts

41 C.F.R. 60-300.44(f)(3)

CSU Fullerton evaluates available data regarding the effectiveness of its outreach and recruitment efforts on an annual basis. For areas where the University concludes the totality of its efforts were not effective in identifying and recruiting qualified protected veterans, CSU Fullerton will identify and implement alternative efforts.

Criteria used to evaluate the effectiveness of outreach efforts may include:

- Results of hiring benchmark analysis for protected veterans
- Available data related to applicant and hires
- Whether the activity increased the University's ability to include protected veterans in its workforce
- Whether the activity attracted qualified protected veterans
- Whether the activity resulted in the selection of qualified protected veterans

The following lists the outreach programs CSU Fullerton participated in from November 01, 2024 to October 31, 2025: All CSUF career opportunities are posted to veteransinhighered.com.

The University will continue to monitor and review outreach sources to evaluate the effectiveness of outreach and recruitment efforts.

Audit and Reporting Systems

41 C.F.R. 60-300.44(h)

It is the responsibility of the University's Equity and Inclusion Recruitment Advisor to monitor employment and personnel practices to ensure compliance with applicable regulations and adherence to the University's Equal Employment Opportunity and Nondiscrimination Policy, to report specific problems to the appropriate management personnel.

The Executive Director for Civil Rights and Title IX Coordinator is responsible to ensure that all CSU Fullerton community members are aware of their rights and responsibilities under the Nondiscrimination Policy.

The University's audit and reporting system is designed and implemented to:

- Identify any need for remedial action
- Determine the degree to which the University's objectives are being attained
- Determine whether individuals who are known protected veterans have had the full opportunity to participate in all University sponsored educational, training, recreational and social activities
- Measure the University's compliance with the Nondiscrimination Program's specific obligations, and
- Document the actions taken to monitor the University's compliance with the Nondiscrimination Program's specific obligations.

To measure the effectiveness of the Nondiscrimination Program, the University may take the following actions:

- Audit the University's voluntary self-identification process to monitor the number of protected veterans who choose to self-identify and evaluate whether changes could be made to the self-identification process to encourage greater voluntary self-identification by protected veterans
- Monitor records of applicant flow, referrals, placements, training, transfers, promotions, terminations, and compensation decisions to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained
- Report on the organization's progress towards equal employment opportunity and any identified problem areas so appropriate steps can be taken to resolve any issues
- Examine available hiring benchmark data regarding protected veterans
- Review available data computations and analyses regarding applicants and hires
- Review the effectiveness of the University's recruitment and outreach activities Use a schedule to regularly assess any mental and physical qualifications to ensure they are job-related and consistent with business necessity

Data Collection Analysis

41 C.F.R. 60-300.44(k)

CSU Fullerton documents computations or comparisons pertaining to applicants and hires on an annual basis and maintains the documentation for a period of three years.

Hiring Benchmarks

41 C.F.R. 60-300.45

CSU Fullerton will establish a benchmark for hiring protected veterans. In establishing a hiring benchmark, the following principles apply:

- The purpose of establishing a hiring benchmark is to provide the University with a quantifiable method by which it can measure its progress toward achieving equal employment opportunity for protected veterans.
- The hiring benchmark is not a quota that must be met, nor is it a ceiling that limits or restricts the employment of protected veterans.
- In all employment decisions, the University makes selections in a nondiscriminatory manner. Hiring benchmarks do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, because of that individual's veteran status.
- Hiring benchmarks do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Hiring benchmarks are not used to supersede merit selection principles, nor do they require the University to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.
- A finding that the hiring benchmark has not been attained does not constitute a finding nor admission of discrimination.

CSU Fullerton has established its benchmark in accordance with the national percentage of veterans in the civilian labor force as published by the regulating agency. As of November 01, 2025, this benchmark percentage is 5.1 percent.

Reports

Data Collection for Protected Veterans

For period 11-01-2024 to 10-31-2025 

Factor for Analysis	Total
Number of Job Openings	494
Number of Jobs Filled	494
Number of Protected Veteran Applicants	267
Number of Applicants	18320
Number of Protected Veteran Hires	4
Number of Hired Applicants	494

Footnote Section

 Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-300.41.

Veteran Benchmarks for Hiring Analysis

For period 11-01-2024 to 10-31-2025 

Hiring %	Benchmark %	Benchmark Met?
0.81	5.10	No

Footnote Section

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Data Collection for Protected Veterans

For period 11-01-2024 to 10-31-2025 

Factor for Analysis	Total
Number of Job Openings	494
Number of Jobs Filled	494
Number of Protected Veteran Applicants	267
Number of Applicants	18320
Number of Protected Veteran Hires	4
Number of Hired Applicants	494

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Veteran Benchmarks for Hiring Analysis

For period 11-01-2024 to 10-31-2025 

Hiring %	Benchmark %	Benchmark Met?
0.81	5.10	No

Footnote Section

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**NONDISCRIMINATION
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FOR

INDIVIDUALS WITH DISABILITIES

For

California State University, Fullerton

November 1, 2025 through October 31, 2026

Table of Contents

Preface - 4

Equal Employment Opportunity and Nondiscrimination Statement of Policy - 5

Definitions - 7

Responsibility for Implementation - 8

Request for Self-Identification - 10

Review of Personnel Processes - 11

Review of Physical and Mental Job Requirements - 12

Reasonable Accommodations - 13

Compensation - 14

Harassment - 15

Training - 16

Internal Dissemination of Policy - 17

Outreach, Positive Recruitment and External Dissemination of Policy - 18

Assessment of Outreach and Recruitment Efforts - 20

Audit and Reporting Systems - 21

Data Collection Analysis - 26

Utilization Analysis - 27

Identification of Problem Areas - 28

Development and Execution of Action-Oriented Programs - 29

Data Collection for Individuals with Disabilities - 31

Individuals with Disabilities Utilization Goals - 32

Preface

CSU Fullerton, (also referred to as the University), is committed to the concept and practice of equal opportunity and non-discrimination. In preparing this Nondiscrimination Program, we have been guided by Section 503 of the Rehabilitation Act of 1973 (as amended) (29 U.S.C. § 793) and its implementing regulations (41 C.F.R. Part 60-741). Nothing contained in this Nondiscrimination Program or its supporting data should be construed as an admission by the University, in whole or in part, that it has contravened any federal, state, or local employment practice laws. While the University firmly believes in dissemination of its non-discrimination policies and equal employment opportunity practices and makes the non-data components of this Nondiscrimination Program available for review to employees and applicants upon request, the Nondiscrimination Program remains a proprietary document of the University. Moreover, the data on which the University has relied in preparing this Nondiscrimination Program are confidential and sensitive, and the University believes release of the data would subject the University to commercial harm. Reports that require specific data, such as names of employees and salary information, are not an official part of this Nondiscrimination Program. This information is on file at the University as Documentation and Supporting Data for Nondiscrimination Program Reports, and is available for review only as required by law.

If this Nondiscrimination Program or any supporting data or documentation are submitted to any regulating agency pursuant to the Rehabilitation Act, and/or any implementing regulations (as any or all have been or may be amended), the Equal Employment Opportunity Commission, any local or state fair employment practice agency, or any other federal, state or local government agency, those documents and the information they contain are to be considered confidential and not subject to disclosure without notifying the University of the agency's decision to disclose and providing the University with ample time to contest the disclosure. Advance notice of disclosure should be sent to The Office of the Vice President of Human Resources and Inclusive Excellence located at CSUF, College Park, Suite 700. The University requests this information be treated as exempt from public disclosure under the Freedom of Information Act, 5 U.S.C. § 552.

No information contained in the Nondiscrimination Program or any supporting data or documentation is to be copied, removed from the premises, or released to other individuals without a prior notification to and permission from the University.

This Nondiscrimination Program does not constitute an express or implied contract between the University and its employees, job applicants, or other persons, nor does it change in any way the basic at will employment relationship all University employees have with the University. Nothing in this Nondiscrimination Program creates a private right of action on behalf of any individual or group against the University.

Equal Employment Opportunity and Nondiscrimination Statement of Policy

41 C.F.R. 60-741.44(a)

It is the policy of CSU Fullerton not to discriminate or allow the harassment of employees or applicants on the basis of physical or mental disability or any other characteristic protected by law with regard to any employment practices, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities, provided the individual is qualified, with or without reasonable accommodation, to perform the essential functions of the job. This policy applies to all jobs at the University. The University will continue to ensure individuals are employed, and employees are treated during employment, without regard to their physical or mental disability any other characteristic protected by law in all employment practices as follows.

Employment decisions at the University are based on legitimate job-related criteria. All personnel actions or programs that affect qualified individuals, such as employment, promotion, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law. Employees may choose to voluntarily disclose their disability at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The University makes, and will continue to make, reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities, unless such accommodation would impose an undue hardship on the operations of the University.

CSU Fullerton and its President are fully committed to the principles of equal employment opportunity and nondiscrimination and support the successful implementation of the University's Nondiscrimination Programs. Edelmira Reynoso, Equity and Inclusion Recruitment Advisor, for the University, has been appointed with responsibility for review of the University's EEO activities. All managers and supervisors will take an active part in the University's Nondiscrimination Program to ensure all qualified employees and prospective employees are treated in a nondiscriminatory manner with respect to all employment decisions. Furthermore, CSU Fullerton will solicit the cooperation and support of all employees for the University's Equal Employment Opportunity Nondiscrimination Policy.

In accordance with public law, the University's Nondiscrimination Program for qualified individuals with disabilities is available for inspection in the Human Resources Department, located in College Park, during normal business hours upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, or any other federal, state or local law or regulation regarding equal employment opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations.

Definitions

41 C.F.R. 60-741.2

"DISABILITY" means, generally, (i) a physical or mental impairment that substantially limits one or more of an individual's major life activities, (ii) a record of such impairment, or (iii) being regarded as having such impairment.

For the purposes of this Program, a disability is substantially limiting if it substantially impairs the ability of an individual to perform a major life activity as compared to most people in the general population. An impairment need not prevent, or significantly or severely restrict the individual from performing a major life activity to be considered substantially limiting.

For the purposes of this Program, major life activities include but are not limited to the operation of a major bodily function, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, sitting, reaching, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, interacting with others, and working.

"A QUALIFIED INDIVIDUAL" means an individual who satisfies the requisite skill, experience, education, and other job-related requirements for the particular position he/she holds or desires and who is capable of performing the essential functions of that position, with or without reasonable accommodation.

Responsibility for Implementation

41 C.F.R. 60.300.44 (i)

The President has the overall responsibility and accountability for implementation of the CSUF's policies and programs on Nondiscrimination Policy and EEO. The coordination, development and implementation of these policies and programs and the day-to-day management of the functions has been delegated to the Vice President for Human Resources and Inclusive Excellence, who has the full support of CSUF President and senior management.

The Vice President for Human Resources and Inclusive Excellence is responsible for ensuring fair and equal treatments of all individuals in the processes which affect education and employment by enforcing all federal/state laws and regulations as well as CSUF policies and procedures related to civil rights, equal opportunity and nondiscrimination. The Vice President for Human Resources and Inclusive Excellence oversee activities related to the implementation of the AAP and related programs. In furtherance of CSUF's commitment to nondiscrimination and EEO to covered veterans and individuals with disabilities, it has designated specific responsibilities to various staff.

The Equity and Inclusion Recruitment Advisor duties include :

- Annually updating of the AAP for individuals with disabilities and covered veterans.
Maintaining management support and cooperation for CSUF's AAP.
- Collaborating with senior management on EEO items.
- Providing guidance to managers and supervisors in taking proper action to prevent applicants from being harassed in any way.
- Consulting with managers, departmental personnel and search committees on recruitment strategies and procedures and monitoring hiring decisions.
- Approving recruitment plans.
- Reviewing results of audit and reporting systems to assess the effectiveness of the CSUF EEO programs and to direct corrective actions where necessary.
- Keeping management informed of the latest developments in the equal employment opportunity area.
- Monitoring the review process of qualifications of all employees to ensure equal employment opportunity, based on job-related employment practices.
- Conducting periodic audits of training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives.
- Monitoring the review of all position descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.
- Ensuring that CSUF VETS-4212 report is filed annually with the Department of Labor.

Executive Director for Civil Rights and Title IX Coordinator:

- Ensuring that training is provided on anti-discrimination matters, such as sexual harassment and diversity awareness issues.
- Evaluating and investigating discrimination complaints filed by students, faculty, and staff.
- Ensuring that disabled veterans, other veterans and employees with disabilities have had the opportunity to participate in all-CSUF-sponsored educational, training, recreation and social activities.

Manager of Disability Accommodations Duties include, but are not limited to:

- Serving as the Americans with Disability Act (ADA) Compliance Manager for CSUF, assures that CSUF is in compliance with the ADA Section 503 of the Rehabilitation Act of 1973 and other federal and state laws and regulations pertaining to person with disabilities.

Director of Disability Student Services Duties include, but are not limited to:

- Serving as the Americans with Disability Act (ADA) Compliance Manager for CSUF, assures that CSUF is in compliance with the ADA Section 504 of the Rehabilitation Act of 1973 and other federal and state laws and regulations pertaining to person with disabilities.

Managers and Supervisors

- In their direct day-to-day contact with CSUF's employees, managers and supervisors have assumed certain responsibilities to help CSUF to ensure compliance with EEO programs and effective implementation of the AAP. These include, but are not limited to the following:
- Working closely with the Equity and Inclusion Recruitment Advisor to ensure AAP compliance.
- Taking action to prevent harassment of employees, including disabled veterans, other veterans, and individuals with disabilities.
- Ensuring that all interviews, offers of employment and/or wage commitments are consistent with CSUF policy.
- Ensuring that internal promotion and transfer of all employees under their supervision is consistent with AAP goals and objectives.
- Assisting in identifying problem areas and providing needed information for establishing and meeting department AA goals and objectives.
- Seeking and sharing information on reasonable accommodations which have been or could be made for known disabilities.
- Ensuring posters and notices are properly displayed or disseminated in ways that are accessible and understandable to applicants and employees and Keeping management informed of developments in the non-discrimination area.

Request for Self-Identification

41 C.F.R. 60-741.42

In order to notify applicants and employees of the existence of and the opportunity to participate in this Nondiscrimination Program and to provide sufficient data to allow CSU Fullerton to measure and improve, if necessary, the effectiveness of the University's nondiscrimination efforts, the University invites applicants and employees to voluntarily self-identify as a person with a disability as follows:

- When an applicant applies or is considered for employment, the University provides the applicant with an opportunity to voluntarily self-identify disability status.
- Following an offer of employment but before an individual begins working, the University provides an additional opportunity to voluntarily self-identify disability status.
- Recognizing an individual's status regarding disability may change over time and/or an employee may feel more comfortable disclosing an existing disability after being employed for a period of time, the University also offers employees an opportunity to voluntarily self-identify their disability status at least once every five years. In addition, at least once during the five-year intervals between workplace surveys, the University sends employees a written reminder they may voluntarily update their disability status.
- The University invites applicants and employees to voluntarily self-identify as an individual with a disability using the language and form approved by the government for such purposes. The University keeps all self-identification information confidential and maintains it in a data analysis file rather than in individual employee personnel or medical files.

Review of Personnel Processes

41 C.F.R. 60-741.44(b)

CSU Fullerton periodically reviews its personnel procedures to determine whether they ensure the careful, thorough, and systematic consideration of the job qualifications of employees or applicants with known disabilities for jobs filled either by hiring or promotion and for educational or training opportunities.

Vacancies are advertised, and applications are accepted from any interested person. The University's employment materials, including items such as its employment application,

the careers section of its website, and job advertisements, will include a non-discrimination statement to further inform applicants of the University's policy of equal employment opportunity. In addition, to ensure qualified individuals with disabilities are aware of job openings, the University will send vacancy announcements to the employment sources listed in this Nondiscrimination Program.

The disability of any otherwise qualified individual who applies for any vacancy, promotion, transfer, or training opportunity will not be a factor in employment decisions. The University periodically reviews any physical and mental job qualifications to ensure they do not tend to screen out individuals with disabilities for reasons that are not job related or consistent with business necessity, or do not relate to ensuring the safe performance of the essential functions of the job. The University reviews its personnel processes to ensure individuals with disabilities are not stereotyped in a manner that limits their access to jobs for which they are qualified. The University also ensures applicants and employees with disabilities who meet job qualifications have equal access to its personnel processes, including those implemented through information and communication technologies, and provides necessary reasonable accommodation to ensure applicants and employees with disabilities receive equal opportunity in the operation of personnel processes.

CSUF periodically conducts a review of its employment processes to ensure thorough and systematic consideration of the job qualifications of (a) known veteran applicants and employees; and (b) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. In order to determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.

Review of Physical and Mental Job Requirements

41 C.F.R. 60-741.44(c)

CSU Fullerton reviews physical and mental job qualification requirements as job qualification requirements are established or revised to ensure qualification requirements do not screen out qualified individuals with disabilities for reasons that are not job related or consistent with business necessity and the safe performance of the essential functions of the job. This review occurs at regular intervals throughout each calendar year, such as when a job may be advertised or filled through hiring or promotion, when the duties of a position are significantly revised, and when considering requests for reasonable accommodation related to the performance of the functions of a position.

The University also regularly reviews its personnel processes to ensure any medical exams or inquiries are conducted in accordance with applicable law. Information regarding the medical condition or history of an individual obtained as a result of any such inquiry or exam is collected and maintained on separate forms and in separated medical files and treated as a confidential medical record.

To the extent any physical or mental job qualification measurements are found to potentially screen out qualified individuals with disabilities in the selection of employees or applicants for employment or in other changes in employment status, such as promotion or training, the University will ensure the requirements are related to the specific job for which the individual is being considered and are consistent with business necessity and the safe performance of the job.

To ensure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for all known covered veterans and employees and applicants with qualified disabilities, reviews are periodically made of CSUF's physical and mental qualifications and requirements as they relate to employment, training, and promotion. CSUF's physical and mental job requirements are reviewed to determine whether they are job-related and consistent with business necessity and safe performance on the job. Prior to initializing a recruitment, position descriptions for staff and management positions are reviewed and approved by Human Resources to ensure that the job summary, essential functions, qualifications and physical and mental working conditions of a position are necessary and accurate. For faculty, the review and approval process is conducted through the Department Chair, Dean, Provost and the Vice President for Human Resources and Inclusive Excellence.

Reasonable Accommodations

41 C.F.R. 60-741.44(d)

CSU Fullerton has made and will continue to make reasonable accommodation to the known physical and mental limitations of otherwise qualified employees and job applicants unless such accommodation would impose an undue hardship.

If an individual has a disability, the University encourages the individual to request reasonable accommodation to enable the individual to perform a job safely. Such accommodations may include special equipment, changes in the physical layout of the job, modification of job duties, or other reasonable accommodations. The University will inform employees and applicants of the process for requesting reasonable accommodation.

Where an employee with a known disability is having significant difficulty performing job duties and the University reasonably concludes that the performance issues may be related to a known disability, the University may notify the employee of the performance problem and confidentially inquire whether the problem is related to the employee's disability. If the employee indicates that a disability is impacting performance, the University will engage in confidential discussions with the employee about the performance problem and the need for reasonable accommodation.

Compensation

41 C.F.R. 60-741.21(a)(9)

In offering employment or promotions, CSU Fullerton does not reduce the amount of compensation offered to individuals with disabilities because of any disability income, pension, or other benefit the employee receives from another source. Similarly, the University does not reduce the amount of compensation offered to an employee or applicant because of the actual or anticipated cost of a reasonable accommodation needed, requested, or anticipated.

Harassment

41 C.F.R. 60-741.44(e)

CSU Fullerton has developed and implemented policies and procedures to ensure employees who are individuals with disabilities are not harassed because of their disability status.

A copy of the University's Equal Employment Opportunity and Nondiscrimination Policy, which forbids harassment against individuals based on protected characteristics, is included in this Nondiscrimination Program.

Training

41 C.F.R. 60-741.44(j)

CSU Fullerton trains personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the University's Nondiscrimination Program are implemented.

CSUF does not permit discrimination, retaliation or harassment on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status. CSUF has developed and implemented a set of procedures to ensure that its employees who are disabled or other veterans are not harassed due to those conditions. See

<https://calstate.policystat.com/policy/17647883/latest/> for a copy of the CSU anti-harassment policy which includes a section prohibiting harassment of individuals with disabilities or veterans.

Internal Dissemination of Policy

41 C.F.R. 60-741.44(g)

CSU Fullerton recognizes that, however strong its outreach program, internal support from supervisory management and other employees is necessary to ensure maximum effectiveness of its Nondiscrimination Program for individuals with disabilities. The University may utilize the following procedures to enhance the internal implementation and dissemination of its Equal Employment Opportunity and Nondiscrimination Policy, as appropriate:

- The University's Equal Employment Opportunity and Nondiscrimination Policy will be made available to applicants and employees. The policy includes a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under the Rehabilitation Act of 1973, as amended.
- An invitation to participate in the University's Nondiscrimination Program by voluntarily self-identifying as an individual with a disability will be disseminated to all applicants, as well as to all employees once the University has extended a job offer, but before beginning employment duties. In addition, in recognition that an individual's disability status may change and/or that employees may feel more comfortable disclosing an existing disability after a period of time in the University, the University will distribute the invitation to all current employees at least once every five years, with a reminder at least once between each five year period.
- The University will publicize the policy in University's publications.
- The University will hold meetings with executive, management and supervisory personnel to explain the University's policy of non-discrimination and to make clear the President's support for the policy.
- The University will inform applicants and employees of its commitment to engage in non-discrimination, including by discussing the policy in various employee and manager training sessions.
- When employees are featured in employee handbooks or similar publications, efforts will be made to include individuals with disabilities.
- University publications will include articles on accomplishments of all employees, including individuals with disabilities.

If the University has or becomes party to collective bargaining agreements, union officials will be informed the University is bound by the terms of the Rehabilitation Act of 1973, as amended, and is committed to take proactive steps to employ and advance in employment persons with disabilities, and the University will not discriminate against individuals with physical or mental disabilities. For those sites that are not subject to a collective bargaining agreement, no notification of union officials is necessary.

Outreach, Positive Recruitment and External Dissemination of Policy

41 C.F.R. 60-741.44(f)

CSU Fullerton has reviewed its employment practices to determine whether its personnel programs are designed to effectively recruit and advance in employment qualified individuals with disabilities. While the University believes there are no deficiencies in its current employment practices with respect to applicants and employees with disabilities, it engages in outreach, positive recruitment, and external dissemination programs to augment its existing nondiscrimination efforts. The University engages in or has made plans to implement the activities outlined in this Non-discrimination Program, as appropriate.

The University will inform recruiting sources of CSU Fullerton's policy of non-discrimination for individuals with disabilities. Recruiting sources will be requested to actively recruit and refer qualified individuals with disabilities for all positions.

The University will make the Equal Employment Opportunity Clause part of all covered subcontracts and purchase orders.

The University will inform subcontractors, including subcontracting vendors and suppliers, of its Equal Employment Opportunity and Nondiscrimination Policy, and request appropriate action on their part.

The University will identify local organizations and/or community agencies known to specialize in placing and/or developing training programs for individuals with disabilities and send them notices of vacant positions. Examples of these outreach efforts may include contacting the following:

- State Vocational Rehabilitation Service agencies, mental health agencies, and/or developmental disabilities agencies near the facilities covered in this Non-Discrimination Program
- Employment One-Stop Career Centers near the facilities covered in this Non-Discrimination Program
- Department of Veterans Affairs offices close to the facilities covered in this Non-Discrimination Program
- Entities funded by the Department of Labor that provide recruitment or training services for individuals with disabilities, such as those provided through the Employer Assistance and Resource Network (EARN) near the facilities covered in this Non-Discrimination Program
- Local Employment Network (EN) organizations listed in the Ticket to Work Employment Network Directory near the facilities covered in this Non-Discrimination Program

- Local disability groups, organizations or Centers for Independent Living near the facilities covered in this Nondiscrimination Program
- Placement or career offices of educational institutions specializing in the placement of individuals with disabilities
- Private recruitment sources, such as professional organizations or employment placement services specializing in the placement of individuals with disabilities
- All CSUF career opportunities are posted to disabledinhighered.com.

Recruitment efforts at educational institutions may incorporate special efforts to reach students who are individuals with disabilities.

Efforts will be made to have employees with disabilities serve as company representatives during career days, job fairs, and related recruitment efforts.

Advertisements or solicitations for prospective employees will indicate the University is an equal opportunity employer.

Assessment of Outreach and Recruitment Efforts

41 C.F.R. 60-741.44(f)(3)

CSU Fullerton evaluates available data regarding the effectiveness of its outreach and recruitment efforts on an annual basis. For areas where the University concludes the totality of its efforts were not effective in identifying and recruiting qualified individuals with disabilities, CSU Fullerton will identify and implement alternative efforts.

Criteria used to evaluate the effectiveness of outreach efforts may include:

- Results of utilization analysis for individuals with disabilities
- Available data related to applicant and hires
- Whether the activity increased the University's ability to include individuals with disabilities in its workforce
- Whether the activity attracted qualified individuals with disabilities
- Whether the activity resulted in the selection of qualified individuals with disabilities

The following lists the outreach programs CSU Fullerton participated in from November 01, 2024 to October 31, 2025: All CSUF career opportunities are posted to disabledinhighered.com.

The University will continue to monitor and review outreach sources to evaluate the effectiveness of outreach and recruitment efforts.

Audit and Reporting Systems

41 C.F.R. 60-741.44(h)

University's Equity and Inclusion Recruitment Advisor to monitor employment and personnel practices to ensure compliance with applicable regulations and adherence to the University's Equal Employment Opportunity and Nondiscrimination Policy, to report specific problems to the appropriate management personnel.

The Executive Director for Civil Rights and Title IX Coordinator is responsible to ensure that all CSU Fullerton community members are aware of their rights and responsibilities under the Nondiscrimination Policy.

The University's audit and reporting system is designed and implemented to:

- Identify any need for remedial action
- Determine the degree to which the University's objectives are being attained
- Determine whether individuals with known disabilities have had the full opportunity to equal employment and to participate in all University sponsored educational, training, recreational and social activities
- Measure the University's compliance with the Non-Discrimination Program's specific obligations
- Document the actions taken to monitor the University's compliance with the Non-Discrimination Program's specific obligations.

To measure the effectiveness of the Non-Discrimination Program, the University may take the following actions:

- Audit the University's voluntary self-identification process to monitor the number of individuals with disabilities who choose to self-identify and evaluate whether changes could be made to the self-identification process to encourage greater voluntary self-identification by individuals with disabilities
- Monitor records of applicant flow, referrals, placements, training, transfers, promotions, terminations, and compensation decisions to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained
- Report on the organization's progress towards equal employment opportunity and any identified problem areas so appropriate steps can be taken to resolve any issues
- Examine the University's utilization of individuals with disabilities and develop action-orientated programs to address any areas of underutilization
- Review available data computations and analyses regarding applicants and hires
- Review the effectiveness of the University's recruitment and outreach activities
- Regularly assess the University's personnel processes to ensure individuals with disabilities have equal opportunity in employment

- Use a schedule to regularly assess any mental and physical qualifications to ensure they are job-related and consistent with business necessity
- Audit communications with vendors and subcontractors to ensure such communications reflect the University's commitment to equal employment opportunity and non-discrimination for individuals with disabilities
- Audit communications with applicants and employees to ensure such communications reflect the University's commitment to equal employment opportunity and non-discrimination for individuals with disabilities
- Audit job listings to ensure the postings reflect the University's commitment to equal employment opportunity and non-discrimination for individuals with disabilities
- Audit personnel policies to ensure such policies reflect the University's commitment to equal employment opportunity and non-discrimination for individuals with disabilities

Data Collection Analysis

41 C.F.R. 60-741.44(k)

CSU Fullerton documents computations or comparisons pertaining to applicants and hires on an annual basis and maintains the documentation for a period of three years.

Utilization Analysis

41 C.F.R. 60-741.45

CSU Fullerton will compare the representation of employees with known disabilities with the utilization goal identified by the regulating agency in effect at the start of the Nondiscrimination Program year. In conducting this analysis, the following principles apply:

- The purpose of the utilization goal established by the regulating agency is to provide a benchmark against which the University may measure the representation of
- individuals with disabilities in its workforce.
- The utilization goal serves as an equal employment opportunity objective that should be attainable by the non-discrimination measures included in this Non-Discrimination Program. The utilization goal is not a quota that must be met, nor is it to be considered as a ceiling that limits or restricts the employment of individuals
- with disabilities.
- In all employment decisions, the University makes selections in a nondiscriminatory manner. Utilization goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status,
- because of that individual's disability status.
- Utilization goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Utilization goals are not used to supersede merit selection principles, nor do these utilization goals require the University to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more
- qualified one.
- A finding that the utilization goal has not been attained does not constitute a finding nor admission of discrimination.

Identification of Problem Areas

41 C.F.R. 60-741.45(e)

When the Utilization Analysis conducted in accordance with the regulations indicates the representation of individuals with known disabilities is less than the current goal identified by the regulating agency, CSU Fullerton will take steps to assess whether and where impediments to equal employment opportunity exist, including the following, as appropriate:

- Sources which have provided limited qualified candidates will be reviewed, and the Equity and Inclusion Recruitment Advisor will identify actions which may increase the number of qualified applicants received.
- The Equity and Inclusion Recruitment Advisor will review positions that require specialized skill sets or physical requirements.
- The Equity and Inclusion Recruitment Advisor will review the University's hiring processes to ensure the careful, thorough, and systematic consideration of the job qualifications of applicants and employees with known disabilities and that no barriers to equal employment opportunities exist.

Based on this analysis, we have developed and will execute the action-oriented programs described in this Nondiscrimination Program.

Development and Execution of Action-Oriented Programs

41 C.F.R. 60-741.45(f)

To demonstrate good faith efforts to expand employment opportunities for individuals with disabilities and to produce measurable results, CSU Fullerton developed and executed the following action-oriented programs, as appropriate:

- The University will continue to analyze all job requirements to ensure any physical or mental requirements are job related and consistent with business necessity.
- The University will carefully evaluate the total selection process to ensure it is free from discrimination.
- University employees will be trained on the University's nondiscrimination and anti-harassment policies.
- The University will evaluate its techniques for improving recruitment and increasing the flow of qualified applicants with disabilities and identify alternative or additional outreach and recruitment efforts to increase recruitment of individuals with disabilities, as further described in the evaluation of the effectiveness of the University's outreach efforts.
- The University will review its programs and procedures to ensure employees with disabilities are given equal opportunities for promotion. The University will continue to make opportunities for advancement widely known through the University's internal posting process which encourages all employees, including employees with disabilities, to apply for any open position for which they are qualified with or without reasonable accommodation.
- The University will review its termination procedures to ensure they are applied consistently, and termination decisions are not made for unlawful reasons.
- The University will assess its personnel processes to ensure no barriers to employment exist. The University's review will be documented in this plan.
- The University will review the results of its non-discrimination audit and take steps to review or enhance practices that might affect the success of the Nondiscrimination Program. The audit and reporting system will be documented in this Nondiscrimination Program.

Reports

Data Collection for Individuals with Disabilities

For period 11-01-2024 to 10-31-2025 

Factor for Analysis	Total
Number of Job Openings	494
Number of Jobs Filled	494
Number of IWD Applicants	1729
Number of Applicants	18320
Number of IWD Hires	53
Number of Hired Applicants	494

Footnote Section

 Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-741.41.

Individuals with Disabilities Utilization Goals

EEO ADM		Office and Administrative Support I - 009A	
			IWD
Total Emp		Employment %	14.29%
63		Utilization Goal %	7.00%
EEO ADM		Office and Administrative Support II - 009B	
			IWD
Total Emp		Employment %	11.17%
179		Utilization Goal %	7.00%
EEO ADM		Office and Administrative Support III - 009C	
			IWD
Total Emp		Employment %	0.00%
21		Utilization Goal %	7.00%
EEO ADM		Office and Administrative Support IV - 009D	
			IWD
Total Emp		Employment %	5.26%
38		Utilization Goal %	7.00%
EEO ADM		Office and Administrative Support V - 009E	
			IWD
Total Emp		Employment %	0.00%
5		Utilization Goal %	7.00%
EEO BUS		Mid Level Managerial - 001D	
			IWD
Total Emp		Employment %	8.97%
78		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO BUS		Entry Level Managerial - 001E	
			IWD
Total Emp		Employment %	9.80%
51		Utilization Goal %	7.00%
EEO BUS		Accountant - 005A	
			IWD
Total Emp		Employment %	0.00%
12		Utilization Goal %	7.00%
EEO BUS		Administrative Analyst & Confidential Admin - 005B	
			IWD
Total Emp		Employment %	4.40%
159		Utilization Goal %	7.00%
EEO BUS		Institutional Studies - 005E	
			IWD
Total Emp		Employment %	0.00%
1		Utilization Goal %	7.00%
EEO CES		Computer Consultants - 006A2	
			IWD
Total Emp		Employment %	0.00%
5		Utilization Goal %	7.00%
EEO CES		Counselor - 006B	
			IWD
Total Emp		Employment %	11.54%
26		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO CES		Research Technician - 006C	
			IWD
Total Emp		Employment %	0.00%
2		Utilization Goal %	7.00%
EEO CES		MPP in Computer - 006D	
			IWD
Total Emp		Employment %	5.88%
17		Utilization Goal %	7.00%
EEO COM		Coaches - 004A	
			IWD
Total Emp		Employment %	0.00%
41		Utilization Goal %	7.00%
EEO COM		Media & Public Communication - 004B	
			IWD
Total Emp		Employment %	0.00%
5		Utilization Goal %	7.00%
EEO COM		Public Affairs - 004C	
			IWD
Total Emp		Employment %	0.00%
5		Utilization Goal %	7.00%
EEO COM		Graphic Design - 004D	
			IWD
Total Emp		Employment %	0.00%
13		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO COM		Performing Arts - 004E	
			IWD
Total Emp		Employment %	8.33%
12		Utilization Goal %	7.00%
EEO COM		Health Educator - 004F	
			IWD
Total Emp		Employment %	33.33%
6		Utilization Goal %	7.00%
EEO COM		Student Services Professional 1 - 004G1	
			IWD
Total Emp		Employment %	10.00%
10		Utilization Goal %	7.00%
EEO COM		Student Services Professional 2 - 004G2	
			IWD
Total Emp		Employment %	11.36%
88		Utilization Goal %	7.00%
EEO COM		Student Services Professional 3 - 004G3	
			IWD
Total Emp		Employment %	12.22%
90		Utilization Goal %	7.00%
EEO COM		Student Services Professional 4 - 004G4	
			IWD
Total Emp		Employment %	16.07%
56		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO COM		MPP in Community - 004G5	
			IWD
Total Emp		Employment %	12.12%
33		Utilization Goal %	7.00%
EEO HLT		Healthcare Practitioner & Technical Occupations - 002A	
			IWD
Total Emp		Employment %	0.00%
32		Utilization Goal %	7.00%
EEO INS		ARTS-TENURED-TEN TRACK-ART - 003.1A	
			IWD
Total Emp		Employment %	0.00%
26		Utilization Goal %	7.00%
EEO INS		ARTS-TENURED-TEN TRACK-MUSIC - 003.1B	
			IWD
Total Emp		Employment %	0.00%
23		Utilization Goal %	7.00%
EEO INS		ARTS-TENURED-TEN TRACK-THEATRE & DANCE - 003.1C	
			IWD
Total Emp		Employment %	5.00%
20		Utilization Goal %	7.00%
EEO INS		CBE-TENURED-TEN TRACK-ACCOUNTING - 003.2A	
			IWD
Total Emp		Employment %	4.17%
24		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		CBE-TENURED-TEN TRACK-ECONOMICS - 003.2B	
			IWD
Total Emp		Employment %	4.17%
24		Utilization Goal %	7.00%
EEO INS		CBE-TENURED-TEN TRACK-FINANCE - 003.2C	
			IWD
Total Emp		Employment %	0.00%
20		Utilization Goal %	7.00%
EEO INS		CBE-TENURED-TEN TRACK-ISDS - 003.2D	
			IWD
Total Emp		Employment %	0.00%
19		Utilization Goal %	7.00%
EEO INS		CBE-TENURED-TEN TRACK-MANAGEMENT - 003.2E	
			IWD
Total Emp		Employment %	6.90%
29		Utilization Goal %	7.00%
EEO INS		CBE-TENURED-TEN TRACK-MARKETING - 003.2F	
			IWD
Total Emp		Employment %	0.00%
16		Utilization Goal %	7.00%
EEO INS		COM-TENURED-TEN TRACK-COMMUNICATIONS - 003.3A	
			IWD
Total Emp		Employment %	0.00%
21		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		COM-TENURED-TEN TRACK-HUMAN COMM STUDIES - 003.3B	
			IWD
Total Emp		Employment %	7.14%
14		Utilization Goal %	7.00%
EEO INS		COM-TENURED-TEN TRACK-CINEMA & TV ARTS - 003.3C	
			IWD
Total Emp		Employment %	22.22%
9		Utilization Goal %	7.00%
EEO INS		COM-TENURED-TEN TRACK-COMM SCIENCES & DISORDERS - 003.3D	
			IWD
Total Emp		Employment %	0.00%
8		Utilization Goal %	7.00%
EEO INS		ECS-TENURED-TEN TRACK-CIVIL & ENVIRONMENTAL ENG - 003.4A	
			IWD
Total Emp		Employment %	0.00%
11		Utilization Goal %	7.00%
EEO INS		ECS-TENURED-TEN TRACK-COMPUTER SCIENCE - 003.4C	
			IWD
Total Emp		Employment %	4.76%
21		Utilization Goal %	7.00%
EEO INS		ECS-TENURED-ELECTRICAL AND COMPUTER ENGINEERING - 003.4D	
			IWD
Total Emp		Employment %	8.33%
12		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		ECS-TENURED-TEN TRACK-MECHANICAL ENGINEERING - 003.4E	
			IWD
Total Emp		Employment %	0.00%
10		Utilization Goal %	7.00%
EEO INS		EDU-TENURED-TEN TRACK-EDUCATIONAL LEADERSHIP - 003.5A	
			IWD
Total Emp		Employment %	16.67%
12		Utilization Goal %	7.00%
EEO INS		EDU-TENURED-TEN TRACK-ELEM/BILINGUAL ED - 003.5B	
			IWD
Total Emp		Employment %	0.00%
16		Utilization Goal %	7.00%
EEO INS		EDU-TENURED-TEN TRACK-LITERACY AND READING ED - 003.5C	
			IWD
Total Emp		Employment %	0.00%
9		Utilization Goal %	7.00%
EEO INS		EDU-TENURED-TEN TRACK-SPECIAL EDUCATION - 003.5D	
			IWD
Total Emp		Employment %	0.00%
10		Utilization Goal %	7.00%
EEO INS		EDU-TENURED-TEN-TRACK-SECONDARY EDUCATION - 003.5E	
			IWD
Total Emp		Employment %	7.14%
14		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		HHD-TENURED-TEN TRACK-CHILD & ADOLESCENT STDS - 003.6A	
			IWD
Total Emp		Employment %	5.88%
17		Utilization Goal %	7.00%
EEO INS		HHD-TENURED-TEN TRACK-COUNSELING - 003.6B	
			IWD
Total Emp		Employment %	0.00%
6		Utilization Goal %	7.00%
EEO INS		HHD-TENURED-TEN TRACK-PUBLIC HEALTH - 003.6C	
			IWD
Total Emp		Employment %	10.00%
20		Utilization Goal %	7.00%
EEO INS		HHD-TENURED-TEN TRACK-HUMAN SERVICES - 003.6D	
			IWD
Total Emp		Employment %	0.00%
10		Utilization Goal %	7.00%
EEO INS		HHD-TENURED-TEN TRACK-KINESIOLOGY - 003.6E	
			IWD
Total Emp		Employment %	0.00%
24		Utilization Goal %	7.00%
EEO INS		HHD-TENURED-TEN TRACK-NURSING - 003.6F	
			IWD
Total Emp		Employment %	5.26%
19		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		HHD-TENURED-TEN TRACK-SOCIAL WORK - 003.6G	
			IWD
Total Emp		Employment %	10.00%
10		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-AFRICAN AMERICAN STUDIES - 003.7A	
			IWD
Total Emp		Employment %	0.00%
4		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-AMERICAN STUDIES - 003.7B	
			IWD
Total Emp		Employment %	0.00%
10		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-ANTHROPOLOGY - 003.7C	
			IWD
Total Emp		Employment %	0.00%
13		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-ASIAN-AMERICAN STUDIES - 003.7D	
			IWD
Total Emp		Employment %	20.00%
5		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-CHICANA/O STUDIES - 003.7E	
			IWD
Total Emp		Employment %	0.00%
7		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		HSS-TENURED-TEN TRACK-RELIGIOUS STUDIES - 003.7F	
			IWD
Total Emp		Employment %	0.00%
3		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-ENGLISH COMP LIT & LING - 003.7G	
			IWD
Total Emp		Employment %	0.00%
21		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-GEOGRAPHY - 003.7H	
			IWD
Total Emp		Employment %	0.00%
7		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-HISTORY - 003.7I	
			IWD
Total Emp		Employment %	0.00%
20		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-LIBERAL STUDIES - 003.7J	
			IWD
Total Emp		Employment %	0.00%
6		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-MODERN LANGUAGES & LIT - 003.7K	
			IWD
Total Emp		Employment %	0.00%
15		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		HSS-TENURED-TEN TRACK-PHILOSOPHY - 003.7L	
			IWD
Total Emp		Employment %	10.00%
10		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-POLITICS ADMIN & JUSTICE - 003.7M	
			IWD
Total Emp		Employment %	7.14%
28		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-PSYCHOLOGY - 003.7N	
			IWD
Total Emp		Employment %	7.41%
27		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-SOCIOLOGY - 003.7O	
			IWD
Total Emp		Employment %	5.88%
17		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-WOMEN AND GENDER STUDIES - 003.7P	
			IWD
Total Emp		Employment %	20.00%
5		Utilization Goal %	7.00%
EEO INS		NSM-TENURED-TEN TRACK-BIOLOGICAL SCIENCE - 003.8A	
			IWD
Total Emp		Employment %	15.38%
26		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		NSM-TENURED-TEN TRACK-CHEMISTRY & BIOCHEMISTRY - 003.8B	
			IWD
Total Emp		Employment %	6.25%
16		Utilization Goal %	7.00%
EEO INS		NSM-TENURED-TEN TRACK-GEOLOGICAL SCIENCES - 003.8C	
			IWD
Total Emp		Employment %	0.00%
13		Utilization Goal %	7.00%
EEO INS		NSM-TENURED-TEN TRACK-MATHEMATICS - 003.8D	
			IWD
Total Emp		Employment %	0.00%
35		Utilization Goal %	7.00%
EEO INS		NSM-TENURED-TEN TRACK-PHYSICS - 003.8E	
			IWD
Total Emp		Employment %	0.00%
11		Utilization Goal %	7.00%
EEO LIB		Librarians - 008A	
			IWD
Total Emp		Employment %	0.00%
22		Utilization Goal %	7.00%
EEO LIB		Librarian Technicians - 008B	
			IWD
Total Emp		Employment %	9.09%
22		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO MGT Chief Executive - 001A			
			IWD
Total Emp		Employment %	0.00%
7		Utilization Goal %	7.00%
EEO MGT Senior Executive - 001B			
			IWD
Total Emp		Employment %	4.00%
25		Utilization Goal %	7.00%
EEO MGT Senior Managerial - 001C			
			IWD
Total Emp		Employment %	4.17%
48		Utilization Goal %	7.00%
EEO NAT Equipment System & Equipment Technician - 011A			
			IWD
Total Emp		Employment %	3.85%
52		Utilization Goal %	7.00%
EEO NPT Instructional Support - 007A			
			IWD
Total Emp		Employment %	4.00%
25		Utilization Goal %	7.00%
EEO PRD Building Service Engineer - 012A			
			IWD
Total Emp		Employment %	0.00%
20		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO PRD		Laborer, Warehouse, and Other Transportation - 012B	
			IWD
Total Emp		Employment %	0.00%
13		Utilization Goal %	7.00%
EEO SRV		Public Safety - 010A	
			IWD
Total Emp		Employment %	0.00%
23		Utilization Goal %	7.00%
EEO SRV		Security Maintenance - 010B	
			IWD
Total Emp		Employment %	11.11%
9		Utilization Goal %	7.00%
EEO SRV		Health Services Support - 010C	
			IWD
Total Emp		Employment %	0.00%
2		Utilization Goal %	7.00%
EEO SRV		Custodians - 010D1	
			IWD
Total Emp		Employment %	2.88%
104		Utilization Goal %	7.00%
EEO SRV		Maintenance Operation - 010D2	
			IWD
Total Emp		Employment %	0.00%
23		Utilization Goal %	7.00%



Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-741.41.

Data Collection for Individuals with Disabilities

For period 11-01-2024 to 10-31-2025 

Factor for Analysis	Total
Number of Job Openings	494
Number of Jobs Filled	494
Number of IWD Applicants	1729
Number of Applicants	18320
Number of IWD Hires	53
Number of Hired Applicants	494

Footnote Section

 Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-741.41.

Individuals with Disabilities Utilization Goals

EEO ADM		Office and Administrative Support I - 009A	
			IWD
Total Emp		Employment %	14.29%
63		Utilization Goal %	7.00%
EEO ADM		Office and Administrative Support II - 009B	
			IWD
Total Emp		Employment %	11.17%
179		Utilization Goal %	7.00%
EEO ADM		Office and Administrative Support III - 009C	
			IWD
Total Emp		Employment %	0.00%
21		Utilization Goal %	7.00%
EEO ADM		Office and Administrative Support IV - 009D	
			IWD
Total Emp		Employment %	5.26%
38		Utilization Goal %	7.00%
EEO ADM		Office and Administrative Support V - 009E	
			IWD
Total Emp		Employment %	0.00%
5		Utilization Goal %	7.00%
EEO BUS		Mid Level Managerial - 001D	
			IWD
Total Emp		Employment %	8.97%
78		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO BUS		Entry Level Managerial - 001E	
			IWD
Total Emp		Employment %	9.80%
51		Utilization Goal %	7.00%
EEO BUS		Accountant - 005A	
			IWD
Total Emp		Employment %	0.00%
12		Utilization Goal %	7.00%
EEO BUS		Administrative Analyst & Confidential Admin - 005B	
			IWD
Total Emp		Employment %	4.40%
159		Utilization Goal %	7.00%
EEO BUS		Institutional Studies - 005E	
			IWD
Total Emp		Employment %	0.00%
1		Utilization Goal %	7.00%
EEO CES		Computer Consultants - 006A2	
			IWD
Total Emp		Employment %	0.00%
5		Utilization Goal %	7.00%
EEO CES		Counselor - 006B	
			IWD
Total Emp		Employment %	11.54%
26		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO CES		Research Technician - 006C	
			IWD
Total Emp		Employment %	0.00%
2		Utilization Goal %	7.00%
EEO CES		MPP in Computer - 006D	
			IWD
Total Emp		Employment %	5.88%
17		Utilization Goal %	7.00%
EEO COM		Coaches - 004A	
			IWD
Total Emp		Employment %	0.00%
41		Utilization Goal %	7.00%
EEO COM		Media & Public Communication - 004B	
			IWD
Total Emp		Employment %	0.00%
5		Utilization Goal %	7.00%
EEO COM		Public Affairs - 004C	
			IWD
Total Emp		Employment %	0.00%
5		Utilization Goal %	7.00%
EEO COM		Graphic Design - 004D	
			IWD
Total Emp		Employment %	0.00%
13		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO COM		Performing Arts - 004E	
			IWD
Total Emp		Employment %	8.33%
12		Utilization Goal %	7.00%
EEO COM		Health Educator - 004F	
			IWD
Total Emp		Employment %	33.33%
6		Utilization Goal %	7.00%
EEO COM		Student Services Professional 1 - 004G1	
			IWD
Total Emp		Employment %	10.00%
10		Utilization Goal %	7.00%
EEO COM		Student Services Professional 2 - 004G2	
			IWD
Total Emp		Employment %	11.36%
88		Utilization Goal %	7.00%
EEO COM		Student Services Professional 3 - 004G3	
			IWD
Total Emp		Employment %	12.22%
90		Utilization Goal %	7.00%
EEO COM		Student Services Professional 4 - 004G4	
			IWD
Total Emp		Employment %	16.07%
56		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO COM		MPP in Community - 004G5	
			IWD
Total Emp		Employment %	12.12%
33		Utilization Goal %	7.00%
EEO HLT		Healthcare Practitioner & Technical Occupations - 002A	
			IWD
Total Emp		Employment %	0.00%
32		Utilization Goal %	7.00%
EEO INS		ARTS-TENURED-TEN TRACK-ART - 003.1A	
			IWD
Total Emp		Employment %	0.00%
26		Utilization Goal %	7.00%
EEO INS		ARTS-TENURED-TEN TRACK-MUSIC - 003.1B	
			IWD
Total Emp		Employment %	0.00%
23		Utilization Goal %	7.00%
EEO INS		ARTS-TENURED-TEN TRACK-THEATRE & DANCE - 003.1C	
			IWD
Total Emp		Employment %	5.00%
20		Utilization Goal %	7.00%
EEO INS		CBE-TENURED-TEN TRACK-ACCOUNTING - 003.2A	
			IWD
Total Emp		Employment %	4.17%
24		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		CBE-TENURED-TEN TRACK-ECONOMICS - 003.2B	
			IWD
Total Emp		Employment %	4.17%
24		Utilization Goal %	7.00%
EEO INS		CBE-TENURED-TEN TRACK-FINANCE - 003.2C	
			IWD
Total Emp		Employment %	0.00%
20		Utilization Goal %	7.00%
EEO INS		CBE-TENURED-TEN TRACK-ISDS - 003.2D	
			IWD
Total Emp		Employment %	0.00%
19		Utilization Goal %	7.00%
EEO INS		CBE-TENURED-TEN TRACK-MANAGEMENT - 003.2E	
			IWD
Total Emp		Employment %	6.90%
29		Utilization Goal %	7.00%
EEO INS		CBE-TENURED-TEN TRACK-MARKETING - 003.2F	
			IWD
Total Emp		Employment %	0.00%
16		Utilization Goal %	7.00%
EEO INS		COM-TENURED-TEN TRACK-COMMUNICATIONS - 003.3A	
			IWD
Total Emp		Employment %	0.00%
21		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		COM-TENURED-TEN TRACK-HUMAN COMM STUDIES - 003.3B	
			IWD
Total Emp		Employment %	7.14%
14		Utilization Goal %	7.00%
EEO INS		COM-TENURED-TEN TRACK-CINEMA & TV ARTS - 003.3C	
			IWD
Total Emp		Employment %	22.22%
9		Utilization Goal %	7.00%
EEO INS		COM-TENURED-TEN TRACK-COMM SCIENCES & DISORDERS - 003.3D	
			IWD
Total Emp		Employment %	0.00%
8		Utilization Goal %	7.00%
EEO INS		ECS-TENURED-TEN TRACK-CIVIL & ENVIRONMENTAL ENG - 003.4A	
			IWD
Total Emp		Employment %	0.00%
11		Utilization Goal %	7.00%
EEO INS		ECS-TENURED-TEN TRACK-COMPUTER SCIENCE - 003.4C	
			IWD
Total Emp		Employment %	4.76%
21		Utilization Goal %	7.00%
EEO INS		ECS-TENURED-ELECTRICAL AND COMPUTER ENGINEERING - 003.4D	
			IWD
Total Emp		Employment %	8.33%
12		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		ECS-TENURED-TEN TRACK-MECHANICAL ENGINEERING - 003.4E	
			IWD
Total Emp		Employment %	0.00%
10		Utilization Goal %	7.00%
EEO INS		EDU-TENURED-TEN TRACK-EDUCATIONAL LEADERSHIP - 003.5A	
			IWD
Total Emp		Employment %	16.67%
12		Utilization Goal %	7.00%
EEO INS		EDU-TENURED-TEN TRACK-ELEM/BILINGUAL ED - 003.5B	
			IWD
Total Emp		Employment %	0.00%
16		Utilization Goal %	7.00%
EEO INS		EDU-TENURED-TEN TRACK-LITERACY AND READING ED - 003.5C	
			IWD
Total Emp		Employment %	0.00%
9		Utilization Goal %	7.00%
EEO INS		EDU-TENURED-TEN TRACK-SPECIAL EDUCATION - 003.5D	
			IWD
Total Emp		Employment %	0.00%
10		Utilization Goal %	7.00%
EEO INS		EDU-TENURED-TEN-TRACK-SECONDARY EDUCATION - 003.5E	
			IWD
Total Emp		Employment %	7.14%
14		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		HHD-TENURED-TEN TRACK-CHILD & ADOLESCENT STDS - 003.6A	
			IWD
Total Emp		Employment %	5.88%
17		Utilization Goal %	7.00%
EEO INS		HHD-TENURED-TEN TRACK-COUNSELING - 003.6B	
			IWD
Total Emp		Employment %	0.00%
6		Utilization Goal %	7.00%
EEO INS		HHD-TENURED-TEN TRACK-PUBLIC HEALTH - 003.6C	
			IWD
Total Emp		Employment %	10.00%
20		Utilization Goal %	7.00%
EEO INS		HHD-TENURED-TEN TRACK-HUMAN SERVICES - 003.6D	
			IWD
Total Emp		Employment %	0.00%
10		Utilization Goal %	7.00%
EEO INS		HHD-TENURED-TEN TRACK-KINESIOLOGY - 003.6E	
			IWD
Total Emp		Employment %	0.00%
24		Utilization Goal %	7.00%
EEO INS		HHD-TENURED-TEN TRACK-NURSING - 003.6F	
			IWD
Total Emp		Employment %	5.26%
19		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		HHD-TENURED-TEN TRACK-SOCIAL WORK - 003.6G	
			IWD
Total Emp		Employment %	10.00%
10		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-AFRICAN AMERICAN STUDIES - 003.7A	
			IWD
Total Emp		Employment %	0.00%
4		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-AMERICAN STUDIES - 003.7B	
			IWD
Total Emp		Employment %	0.00%
10		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-ANTHROPOLOGY - 003.7C	
			IWD
Total Emp		Employment %	0.00%
13		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-ASIAN-AMERICAN STUDIES - 003.7D	
			IWD
Total Emp		Employment %	20.00%
5		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-CHICANA/O STUDIES - 003.7E	
			IWD
Total Emp		Employment %	0.00%
7		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		HSS-TENURED-TEN TRACK-RELIGIOUS STUDIES - 003.7F	
			IWD
Total Emp		Employment %	0.00%
3		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-ENGLISH COMP LIT & LING - 003.7G	
			IWD
Total Emp		Employment %	0.00%
21		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-GEOGRAPHY - 003.7H	
			IWD
Total Emp		Employment %	0.00%
7		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-HISTORY - 003.7I	
			IWD
Total Emp		Employment %	0.00%
20		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-LIBERAL STUDIES - 003.7J	
			IWD
Total Emp		Employment %	0.00%
6		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-MODERN LANGUAGES & LIT - 003.7K	
			IWD
Total Emp		Employment %	0.00%
15		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		HSS-TENURED-TEN TRACK-PHILOSOPHY - 003.7L	
			IWD
Total Emp		Employment %	10.00%
10		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-POLITICS ADMIN & JUSTICE - 003.7M	
			IWD
Total Emp		Employment %	7.14%
28		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-PSYCHOLOGY - 003.7N	
			IWD
Total Emp		Employment %	7.41%
27		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-SOCIOLOGY - 003.7O	
			IWD
Total Emp		Employment %	5.88%
17		Utilization Goal %	7.00%
EEO INS		HSS-TENURED-TEN TRACK-WOMEN AND GENDER STUDIES - 003.7P	
			IWD
Total Emp		Employment %	20.00%
5		Utilization Goal %	7.00%
EEO INS		NSM-TENURED-TEN TRACK-BIOLOGICAL SCIENCE - 003.8A	
			IWD
Total Emp		Employment %	15.38%
26		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO INS		NSM-TENURED-TEN TRACK-CHEMISTRY & BIOCHEMISTRY - 003.8B	
			IWD
Total Emp		Employment %	6.25%
16		Utilization Goal %	7.00%
EEO INS		NSM-TENURED-TEN TRACK-GEOLOGICAL SCIENCES - 003.8C	
			IWD
Total Emp		Employment %	0.00%
13		Utilization Goal %	7.00%
EEO INS		NSM-TENURED-TEN TRACK-MATHEMATICS - 003.8D	
			IWD
Total Emp		Employment %	0.00%
35		Utilization Goal %	7.00%
EEO INS		NSM-TENURED-TEN TRACK-PHYSICS - 003.8E	
			IWD
Total Emp		Employment %	0.00%
11		Utilization Goal %	7.00%
EEO LIB		Librarians - 008A	
			IWD
Total Emp		Employment %	0.00%
22		Utilization Goal %	7.00%
EEO LIB		Librarian Technicians - 008B	
			IWD
Total Emp		Employment %	9.09%
22		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO MGT Chief Executive - 001A			
			IWD
Total Emp		Employment %	0.00%
7		Utilization Goal %	7.00%
EEO MGT Senior Executive - 001B			
			IWD
Total Emp		Employment %	4.00%
25		Utilization Goal %	7.00%
EEO MGT Senior Managerial - 001C			
			IWD
Total Emp		Employment %	4.17%
48		Utilization Goal %	7.00%
EEO NAT Equipment System & Equipment Technician - 011A			
			IWD
Total Emp		Employment %	3.85%
52		Utilization Goal %	7.00%
EEO NPT Instructional Support - 007A			
			IWD
Total Emp		Employment %	4.00%
25		Utilization Goal %	7.00%
EEO PRD Building Service Engineer - 012A			
			IWD
Total Emp		Employment %	0.00%
20		Utilization Goal %	7.00%

Individuals with Disabilities Utilization Goals

EEO PRD		Laborer, Warehouse, and Other Transportation - 012B	
			IWD
Total Emp		Employment %	0.00%
13		Utilization Goal %	7.00%
EEO SRV		Public Safety - 010A	
			IWD
Total Emp		Employment %	0.00%
23		Utilization Goal %	7.00%
EEO SRV		Security Maintenance - 010B	
			IWD
Total Emp		Employment %	11.11%
9		Utilization Goal %	7.00%
EEO SRV		Health Services Support - 010C	
			IWD
Total Emp		Employment %	0.00%
2		Utilization Goal %	7.00%
EEO SRV		Custodians - 010D1	
			IWD
Total Emp		Employment %	2.88%
104		Utilization Goal %	7.00%
EEO SRV		Maintenance Operation - 010D2	
			IWD
Total Emp		Employment %	0.00%
23		Utilization Goal %	7.00%

Footnote Section



Confidential - Not subject to inspection by employees or applicants under 41 CFR Section 60-741.41.