



The ANR Administrative Handbook, the 4-H Handbook, and the Master Gardener Handbook contain a much more detailed description of the Non-Discrimination responsibilities of volunteers in Cooperative Extension programs. The purpose of this pamphlet is to provide a quick explanation of why ANR has a Non-Discrimination Policy and why volunteers are included in it.



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The University of California prohibits discrimination against or harassment of any person on the basis of race, color, national origin, religion, sex, gender identity, pregnancy (including childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994: service in the uniformed services includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services) in any of its programs or activities. The University also prohibits reprisal or retaliation against any person in any of its programs or activities for making a complaint of discrimination or sexual harassment or for using or participating in the investigation or resolution process of any such complaint.

University Policy is intended to be consistent with the provisions of applicable State and Federal laws.

Inquiries regarding the University's nondiscrimination policies may be directed to the Affirmative Action/Staff Personnel Services Director, University of California, Agriculture and Natural Resources, 1111 Franklin Street, 6th Floor, Oakland, CA 94607 (510) 987-0096.

Volunteers
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and
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of
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Non-Discrimination
Policy

ANR
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2008



VOLUNTEERS and UC Non-Discrimination Policy

First of all, thank you for volunteering to work in a UC Division of Agriculture and Natural Resources program! Thanks to volunteers like yourself, it is possible for UC ANR programs such as 4-H, Master Gardeners, and Master Food Preservers to help even more people. Being a volunteer indicates the seriousness of your commitment to helping those in your community and in furthering the goals of the University of California.

This pamphlet is to supplement the materials you've been given regarding volunteers and UC's Non-Discrimination Policy. If you have any questions after reading this, feel free to contact ANR's Affirmative Action office at (510) 987-0096.

Complying with UC's Non-Discrimination Policy

Volunteers must follow UC Non-Discrimination guidelines, just as if they were UC employees. Being a volunteer means that you are an agent of the University, even though you are not an "employee."

This has some benefits, such as the fact that you are covered by UC's general and automobile liability programs while you are acting in the course of your duties as a volunteer, and the right to use UC equipment in the course of your duties. It also *imposes* some duties, such as complying with UC's Non-Discrimination Policy.



The ANR Administrative Handbook states that as a volunteer you should receive training that explains UC policies that are applicable to the program you volunteered for. If you have any questions about UC policy or the training you received, you should ask the Program Advisor or the County Director.

UC does have a Non-Discrimination Policy

Many people are under the mistaken impression that UC no longer has a Non-Discrimination Policy because they have heard that race is no longer considered in determining admissions to University of California campuses. However, while current state law prohibits the granting of any preference based on race, it does not eliminate the ability to monitor programs for non-discrimination.

The University is committed to making sure that all programs designed to benefit the general public are made available to everyone, without regard to race, gender, national origin, religion, or sexual orientation. Also, the U.S.

Department of Agriculture requires that UC take steps to assure that programs using federal funds, such as Cooperative Extension, do not discriminate.

What is ANR's Non-Discrimination Policy?

The most important aspect of UC Non-Discrimination Policy is that all programs administered by the University of California shall be made available to all interested persons regardless of race, color, national origin, religion, gender, physical or mental disability, medical condition, ancestry, marital status, age, or sexual orientation. This non-discrimination policy extends to prohibiting sexual harassment. The ANR Non-Discrimination Policy is spelled out in detail in the UC Administrative Handbook Section 600 and is available on-line at

<http://danr.ucop.edu/admin-handbook/600/default.htm>.

4-H volunteers can find the 4-H Non-Discrimination Policy in the 4-H Handbook Section 400. Find it on-line at

<http://ca4h.org/4hresource/handbook/index.asp>

Non-Discrimination Policy information for the Master Gardener program can be found in the Master Gardener Administrative Handbook for Volunteers which is located on-line at

<http://camastergardeners.ucdavis.edu>