



USC University of Southern California

USC Policy of Equal Opportunity, Affirmative Action and Non-Discrimination

The University of Southern California is an equal opportunity employer and educator, proudly pluralistic and firmly committed to providing equal opportunity for outstanding men and women of every race, creed and background. The university strives to maintain a community in which each person respects the rights of other people to live, work and learn in peace and dignity, be proud of who and what they are, and to have equal opportunity to realize their full potential as individuals and members of society. To this end, the university places great emphasis on those values and virtues that bind us together as human beings and members of the Trojan Family. The university enthusiastically supports this policy in its entirety, and expects that every person associated with the university will give continuing support to its implementation.

The university is committed to complying with all applicable laws and governmental regulations at every level of government which prohibit discrimination against, or which mandate that special consideration be given to, students and applicants for admission, or faculty, staff and applicants for employment, on the basis of any protected category, including race, color, national origin, ancestry, religion, gender, sexual orientation, age, physical disability, mental disability, marital status, veteran status, genetic information, or any other characteristic which may be specified in such laws and regulations. Gender includes both the actual sex of an individual and that person's gender identity, appearance or behavior, whether or not that identity, appearance or behavior is traditionally associated with that person's sex at birth. This policy applies to all of the university's educational programs and activities including admissions, and all personnel actions including but not limited to recruiting, hiring, promotion, demotion, compensation, benefits, transfers, layoffs, return from layoff, provision of leaves, training, education, tuition assistance and other programs. In addition, an otherwise qualified individual must not be discriminated against in, or excluded from, admissions, participation in educational programs and activities, or employment solely due to his or her disability. The university seeks compliance with all statutes prohibiting discrimination in education, including Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990 which respectively prohibit discrimination. This good faith effort to comply is made even when such laws and regulations conflict with each other.

To view this complete policy visit: <http://policy.usc.edu/equal-opportunities/>