

Programs and Plans

The University of California San Francisco is an Affirmative Action and Equal Opportunity Employer in accordance with federal regulations and University policy. Affirmative action is a management tool designed to ensure equal employment opportunity. A central premise underlying affirmative action is that, absent discrimination, over time a contractor's workforce, generally, will reflect the gender, racial and ethnic profile of the labor pools from which the contractor recruits and selects.

Affirmative action programs contain a diagnostic component which includes a number of quantitative analyses designed to evaluate the composition of the workforce of the contractor and compare it to the composition of the relevant labor pools. Affirmative action programs also include action-oriented programs. If women and minorities are not being employed at a rate to be expected given their availability in the relevant labor pool, UCSF is committed to taking specific practical steps designed to address this underutilization. Affirmative action programs also include internal auditing and reporting systems as a means of measuring UCSF's progress toward achieving the workforce that would be expected in the absence of discrimination.

The UCSF Affirmative Action Plan (AAP) is available for review at the OPHD office, upon request.

Programs

UCSF Human Resources Diversity Toolkit ^[3]

Source URL: <https://ophd.ucsf.edu/AAPlan>

Links

[1] <https://ophd.ucsf.edu/academic-placement-goals>

[2] <https://ophd.ucsf.edu/staff-placement-goals>

[3] <http://ucsfhr.ucsf.edu/index.php/pubs/article/diversity-toolkit/>