

University Students' Cooperative Association Optional Affirmative Action Form for Employment



An Equal Opportunity Employer

The USCA is an equal opportunity employer. It is our policy not to discriminate in hiring, training, promotion or retention of any job applicant or worker in the co-op (whether paid, room and board, or workshift) because of age, physical disability, ethnic background, marital status, national origin, political affiliation, race, religion, sex, gender, or sexual preference orientation. It is our policy to follow fair employment practices as mandated by Federal, State, and/or local law.

An Affirmative Action Employer

It is our policy to actively seek to recruit, employ, train, and promote qualified persons from those groups traditionally discriminated against in our society. The goal of the Affirmative Action Policy is to achieve overall parity between the USCA workforce and the general population from which our workforce is taken. In the case of jobs only open to members, the general population will be the entire membership of the USCA. In the case of jobs open also to the general public, the population shall be the general population of the Berkeley-Oakland area, as defined by governmental statistics (and any other applicable statistics, when government statistics are unavailable). Among equally qualified applicants, preference will be given to those applicants who will help to achieve affirmative action goals. This does not mean that a person will be hired solely because of her/his preferential status.

Please complete or do not complete, as you desire, this Optional Affirmative Action Form; declining to fill out this form will not be counted against you.

Optional Affirmative Action Form

I feel that I qualify for consideration under the USCA Affirmative Action Policy because:

(check those that apply)

- I am over forty years old
- I have a disability
- of my race/ethnicity/national origin (specify: _____)
- I am female
- of my sexual orientation
- Other (specify: _____)

Name (print) _____

Signed _____ Date _____

Position applied for _____

CONFIDENTIAL