

<b>HUMAN RESOURCES MEMORANDUM 14-032</b>		DATE ISSUED: November 7, 2014
SUBJECT: <b>Equal Employment Opportunity Nondiscrimination Statement for Examination and Job Bulletins</b>		REFERENCE: PML 2014-043
TO: Managers, Supervisors, Personnel Officers, Equal Employment Opportunity Officers, Personnel Liaisons and Attendance Clerks		SUPERSEDES:

**PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES**

**Purpose**                    The purpose of this memo is to inform employees of the updated equal employment opportunity nondiscrimination statement for examinations and job announcements.

**New EEO Nondiscrimination Statement**                    The California Department of Human Resources (CalHR) recently revised its equal employment opportunity nondiscrimination statement on its examination and job announcement bulletins to conform with federal and state law changes. The following statement is expansive and informs job seekers of their protected rights. Accordingly, agencies are instructed to update their examination and job announcements using this same statement.

“The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.”

**Questions**                    For questions regarding this HR Memo, please contact the Office of Civil Rights at [civilrights@calhr.ca.gov](mailto:civilrights@calhr.ca.gov) or (916) 324-0970 or California Relay Service, 7-1-1.

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Office of Human Resources

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