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May 17, 2001

MEMORANDUM

To: CSU Presidents

From: Charles B. Reed
Chancellor

Subject: Executive Order 340 superceded by Executive Order No. 774.

In response to many technical changes to the federal regulations concerning affirmative action plan compliance requirements, Executive Order 340 has been superceded by the enclosed Executive Order 774.

The new executive order reaffirms the University's commitment to maintain, consistent with all applicable federal and state laws and Trustee policy, an equitable set of employment practices and procedures prohibiting discrimination. The detailed affirmative action plan requirements formerly contained in Executive Order 340 will then be issued to the campuses annually via technical letters. This approach is taken by many institutions of higher education, including the University of California, and has been well received by our campuses. In this manner, we can deliver the most up-to-date advice quickly and efficiently rather than having to revise an executive order.

In accordance with policy of The California State University, the campus president has the responsibility for implementing Executive Orders where applicable and for maintaining the campus repository and index for Executive Orders.

CBR/ms

Enclosure

cc: Vice Chancellors

THE CALIFORNIA STATE UNIVERSITY
Office of the Chancellor
401 Golden Shore
Long Beach, California 90802
(562) 951-4000

Executive Order No: 774
Title: Systemwide Guidelines for Nondiscrimination and Affirmative Action Programs in Employment
Effective Date: May 17, 2001
Supersedes: Executive Order No. 340

This Executive Order is issued pursuant to authority of Sections 1 and 2 of Chapter III of the Standing Orders of the Board of Trustees of the California State University.

A. Purpose

The California State University is committed to maintaining a consistent and equitable set of employment practices and procedures prohibiting discrimination on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, pregnancy, age, disability, and covered veterans' status.

B. Program Development

Accordingly, each campus shall establish and maintain a written affirmative action plan and program requirements that are consistent with all applicable federal and state laws, regulations and Trustee policy.

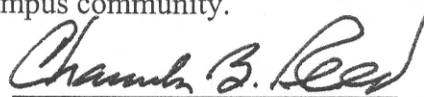
C. Authority for Program Development and Compliance

1. Systemwide

The Chancellor shall be responsible for providing systemwide leadership in the effective adoption and implementation of non-discrimination and affirmative action programs.

2. Campus

The president or his/her designee at each campus shall be responsible for the development and implementation of that campus' affirmative action plan and program. This includes designing an administrative support structure that facilitates compliance with all applicable federal and state laws, regulations and Trustee policy. These campus programs may include, but are not limited to, promulgating written affirmative action plans, conducting workforce analysis/self assessments, establishing compliance goals and procedures, holding relevant training and development, and implementing an effective plan to communicate and discuss these nondiscrimination and affirmative action issues with the campus community.



Charles B. Reed
Chancellor

Dated May 17, 2001