

2014 ANNUAL REPORT

University of California Cooperative Extension
Los Angeles County

**A CENTENNIAL CELEBRATION
1914-2014**

COUNTY DIRECTOR'S MESSAGE

A centennial is a significant milestone. On May 8, 2014, UC Cooperative Extension marked 100 years since the passing of the Smith-Lever Act, legislation that created the national cooperative extension system. Since 1914, the University of California, in partnership with local counties, has been delivering research-based information and education to farmers and families to support healthy communities, healthy environments and healthy food systems.



To showcase our programs and pay tribute to our rich history in Los Angeles County, we hosted a community event, *A Celebration of Science and Service*, at the Dominguez Rancho Adobe Museum in Compton. Guests enjoyed a relaxing afternoon with music, games and snacks while they learned about good nutrition, gardening, food preservation, water conservation and pest management—all hallmarks of UC Cooperative Extension programs.

We were also excited to have A.G. Kawamura, former secretary of California Department of Food and Agriculture, as the guest speaker.

On our special day, UC Cooperative Extension launched its first crowd-sourced science project. Los Angeles County residents were invited to become scientists for one day and record their answers to three questions: 1) How many pollinators do you see? 2) How do you conserve water? and 3) Where is food grown in your community? The data collected helped UC researchers and advisors better understand the natural, agricultural and urban communities in Los Angeles County. The event was a wonderful success.

2014 was also a year when we had the wonderful opportunity to work closely with local public sector leaders on community health events. On July 19, UC Cooperative Extension participated in Assemblymember Holly Mitchell's annual *Christmas in July* event. It was a fun-filled day with more 700 people there to enjoy games and refreshments while receiving health screenings and information. Then on Sept. 19, UC Cooperative Extension teamed up with Assemblymember Reggie Jones-Sawyer and A Place Called Home to host a great community health event called *Fight for Good Health*. Many families came to learn how to reduce obesity and diabetes. The event concluded with a popular children's movie.

With the centennial year now in our rear-view mirror, we have not hit the brakes. We continue to move forward, working with local communities to solve current economic, agricultural, natural resource, youth development and nutrition issues.

It is an honor to be leading UC Cooperative Extension in Los Angeles County, as we look forward to the next hundred years.

Finally, I invite you to take a moment and review the following pages to learn about our activities and accomplishments in 2014. We enjoyed another great year!

Sincerely,

Keith Nathaniel, Ed.D.



Keith Nathaniel, Ed.D.
County Director



MISSION STATEMENT

UC Cooperative Extension in Los Angeles County develops and implements community-based educational programs that address the critical needs of the county's diverse and multiethnic population. Staff and volunteers provide and encourage the use of current research-based information in the areas of nutrition, family and consumer science; youth development; urban gardening; commercial horticulture; agriculture; and natural resources.



100 YEARS OF SERVICE & RESEARCH

In 2014, May 8 marked the 100th anniversary of President Woodrow Wilson's signing of the Smith-Lever Act. The legislation created a partnership among the US Department of Agriculture, land grant universities and local governments with the goals of helping farmers grow more crops and improving life in the nation's rural communities.

When the Smith-Lever Act became law, California farmers were excited about the possibility of having a Cooperative Extension educator (a farm advisor) assigned to their community. Anticipating strong demand, University of California officials teamed up with county governments that wanted to participate in Cooperative Extension. In turn, county governments allocated funding to help support extension work. By mid-1914, eight California counties had the program in place, and the rest of the counties joined the partnership in subsequent years.



The Los Angeles County office of UC Cooperative Extension opened in 1917. Although we don't think of Los Angeles as an agricultural county today, at that time, it was the No. 1 one farming county in the nation, and continued to be so until 1950. The 1920 U.S. Agricultural Census recorded 12,444 farms in Los Angeles County, sprawling over 882,333 acres of land. The diversity of the county's crops was stunning. Although citrus was king, other crops—such as walnuts, strawberries almonds, olives, cauliflower, cabbage, lettuce, tomatoes, corn and alfalfa—were abundant on Los Angeles farms.

Over the decades, many Los Angeles County farmers benefited from assistance from their local farm advisors and other UC Cooperative Extension programs. Early annual reports document that farm advisors conducted a wide array of programs for the county's farmers, including demonstrations on fruit tree pruning, pest control and efficient irrigation. In addition to addressing farmers' needs, Cooperative Extension soon expanded to provide educational opportunities for their families that included programs for rural women and activities for youth. Nutrition, food preservation and a variety of other skills were taught by home demonstration agents who worked with local women. Thousands of young people learned about food production, science and more through their participation in 4-H clubs.

Despite its rural roots, as Los Angeles County has changed dramatically, so has Cooperative Extension. The changes reflect the organization's ability to adapt and fine-tune programs to meet the needs of a changing society. As the county continued to urbanize, many Cooperative Extension efforts were developed to meet the needs of non-rural and rural audiences alike. For example, the Expanded Food and Nutrition Education Program (EFNEP) has offered free nutrition education classes in Los Angeles County communities since the 1960s. Also, thousands of urban and suburban residents have benefited from the Master Gardener Program, which offers workshops and advice in homes as well as in community and school gardens. Regardless of the population served, Cooperative Extension activities are grounded in university research, and developed in partnership with local communities.



4-H YOUTH DEVELOPMENT

4-H is all about making a positive difference in the lives of young Los Angeles County residents. The program changes lives, encourages achievement and cultivates leadership skills by identifying local youth needs and then applying innovative and effective solutions. Young people are engaged in hands-on science, leadership and community service. Whether they are volunteering at a local nonprofit organization or launching rockets in competitions, the kids are growing and learning together.

LIVESTOCK SYMPOSIUM

On Jan. 25, the program hosted its annual Livestock Symposium at the Antelope Valley Fairgrounds. It was a great event with more than 300 people attending. The day began with information booths on topics ranging from livestock feeding to gardening and healthy living. Later, expert speakers conducted educational and hands-on sessions and workshops throughout the day. The event was open to the public.

4-H JUDGING DAY

On Feb. 22, the Los Angeles County 4-H program hosted its annual 4-H Judging Day event at Mount San Antonio College. During the day, youth observed, recognized and improved their reasoning skills. The day ended with awards for each age level and subject area. Approximately, 75 youth members participated.

4-H FIELD DAY & FASHION REVUE

The program held its annual Field Day on March 22 at Mount San Antonio College. Field Day is a flagship event for 4-H youth. One of the most important skills 4-H youth acquire in the program is public speaking. After preparing for a year, 61 youth members (representing nine clubs across the county) competed in various categories such as demonstrations, educational displays, interviews, prepared speeches, impromptu, problem-solving presentations and interpretive readings. This is a day when 4-Hers share the skills and knowledge they acquired in their various projects.

Held on the same day as the Field Day at Mount San Antonio College, the Fashion Revue Competition showcases 4-H members' skills in sewing and designing their own outfits. Members modeled their garments in categories such as traditional, purchased, recycled, denim and aprons. In addition, youth wrote fashion commentaries that were read while they modeled their creations on the cat walk.



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4-H YOUTH DEVELOPMENT CONTINUED

CAMP SEELEY

In June, 140 4-H youth and 30 adults went camping at Camp Seeley. The Los Angeles County 4-H Summer Camp is one of the only 4-H-accredited camps west of the Mississippi. The camp offers an opportunity for youth to explore nature, develop an affinity for nature, engage in science activities and develop teamwork skills. For a week, the campers focused on science, exploring the science of building structures and vehicles. When they were taking a break from science, the youth participated in various outdoor activities, such as archery, swimming, fishing and hiking.

2014 PET SYMPOSIUM

On Oct. 11, the 4-H program hosted the 2014 4-H Pet Symposium at Belvedere Park in East Los Angeles. More than 700 adults and children participated in the event, and many discovered 4-H for the first time. The Los Angeles County Department of Care and Animal Control provided free vaccinations and chipping services for those who came with their pets. For a special surprise, a sheep shearing demonstration was conducted and baby heifers were there for kids to learn about and pet. The event culminated with an exciting rocket launch project led by Keith Nathaniel, 4-H advisor and county director. It was a fun and educational day for many neighborhood kids as they were introduced to new animals.

We are pleased to announce that Charlene Moore, 4-H program coordinator, was awarded Sertoman of the Year. Moore was recognized for her work in improving a local school playground as well as a community center. Sertoma is a national service organization and focuses on helping deaf and hard-of-hearing residents. The organization also carries out community improvement projects and support youth scholarships. Congratulations to Charlene Moore!



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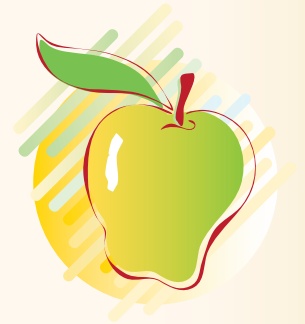
NUTRITION, FAMILY AND CONSUMER SCIENCE

UC Cooperative Extension is dedicated to providing community-driven, research-based nutrition education to Los Angeles County families. Our nutrition educators—trained in basic nutrition and food-related topics by nutrition specialists from the University of California—are reaching out to adults in community settings and to youth in classrooms. The goal is to help families make positive behavior changes and make good nutrition choices to improve the nutritional quality of the meals they serve their families.

In 2014, more than 850 adults successfully completed the eight-week Expanded Food and Nutrition Education Program (EFNEP) series, *Eating Smart, Being Active*. They improved their skills in nutrition, food budget management and food safety. Our educators also provide nutrition lessons to youth to help them develop good eating habits and skills in preparing nutritious meals and snacks through Youth EFNEP. The youth program reaches children in classroom settings, after-school programs and day camps. In 2014, the program reached more than 4,500 youth in Los Angeles County. Working with LA's Best (an after-school education, enrichment and recreation program for elementary school children), staff worked with 92 schools to reach 1,348 children with the *Happy Healthy Me* curriculum. The momentum continues to grow. Our educators anticipate adding 106 schools to the list in 2015.

Staff nutrition educators also participate in local community health fairs to spread the message of good nutrition and physical activity. They set up information and activity tables to promote healthy eating and snacking. One of the more popular activities is when educators set up a display about sugar and encourage children to guess how much sugar is in their trendy drinks. Children are alarmed to discover just how much sugar is in one of their drinks. Staff also conduct recipe demonstrations and pass out their tasty creations.

UC Cooperative Extension also operates and manages the Master Food Preserver (MFP) program in Los Angeles County. The program trains highly dedicated individuals who volunteer throughout Los Angeles County, providing information and conducting demonstrations about food preservation and safety. The MFP training covers food safety (handling and preparation), the science of food preservation and various preservation methods, such as canning, freezing, dehydrating and pickling. In 2014, the program was re-established after a one-year absence and graduated 17 new MFP volunteers. These volunteers joined 26 other active volunteers and reported a total of 983 volunteer hours and 443 continuing education hours in 2014.



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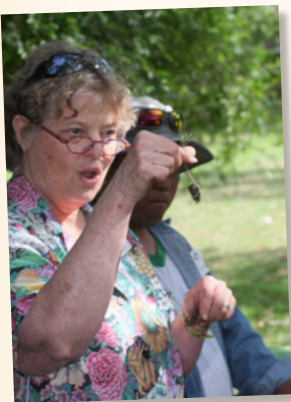
MASTER GARDENER PROGRAM

UC Cooperative Extension's army of Master Gardener volunteers expand the University of California's ability to reach and assist Los Angeles County residents with non-biased, research-based information. Along with general gardening knowledge, they disseminate information about integrated pest management, water quality and conservation, composting, sustainable landscaping, adaptive gardening and fire-resistant gardening practices. They teach the current and next generation of residents how to produce the foods that will keep their communities healthy and sustained.

Our Master Gardener Volunteer Training Program is one of our most popular volunteer management programs. Since 1993, when we launched the program in Los Angeles County, we have trained 1,127 Master Gardeners, who have in turn, served more than 1.2 million residents. They teach basic gardening and conduct workshops in just about every setting imaginable: community gardens, schools gardens, homeless and battered women shelters, community fairs, farmers markets and senior center gardens. In 2014, Master Gardeners volunteered a total of **16,082 hours** (valued at \$362,650), serving **45,762 adults** and **77,614 children**. These are remarkable figures for a program based heavily on the enthusiasm and generosity of volunteers.

Master Gardeners are central to our very popular gardening program—Grow LA Victory Garden Initiative. Organized and led by Master Gardeners, the initiative offers low-cost gardening classes to help new gardeners start their own gardens in their backyard, community garden or in a container (if space is an issue at home). Classes are offered at many locations throughout the county during spring and fall.

In 2014, 61 Master Gardeners taught 40 beginning and intermediate classes to 444 participants at 35 locations. For those with limited English proficiency, a class was taught in Spanish. Students worked in the dirt and learned the basics of how to grow their own food and ornamentals. Upon completing the series, many continued to meet informally to provide support for one another in the form of neighborhood gardening circles. As in past years, the Grow LA series continued to be a big draw in 2014.



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SUSTAINABLE FOOD SYSTEMS

Urban agriculture has been changing the landscape and economic outlook of cities across the nation for years now. A new crop of urban farmers are turning vacant lots, backyards and other urban spaces into places where food is grown. However, farmers face challenges when establishing a garden in the city. Many face daunting issues such as land security, access to water and contaminated soil, to name a few. Acknowledging these challenges, many local governments are creating urban agriculture-friendly policies that support urban farming and assisting farmers to find creative solutions.

In Los Angeles County, urban agriculture is revitalizing communities and increasing access to healthy food for many. At the center of this activity, Rachel Surls (sustainable food systems advisor) is the go-to resource and information person. Since 2012, she has been gradually building UC Cooperative Extension's Sustainable Food Systems program. She contributes research-based information, offers guidance to local urban farmers, and disseminates valuable information about production, distribution and consumption of locally-produced foods.

In 2014, Surls completed the needs assessment of the two-year Statewide UC ANR Urban Agriculture Project—a project that will provide resources for urban farmers throughout California. Based on the results of the needs assessment, she published an article in the *Renewable Agriculture and Food Systems Journal (RAFS)* and developed an Internet portal for growers. The portal was made available in May.

During the summer months, she worked with colleagues around the state to promote the new UC ANR Urban Agriculture website (<http://ucanr.edu/sites/UrbanAg>), in conjunction with the launching of the UC Food Initiative on July 1. She developed content for the site and started a UC Urban Agriculture blog, Facebook page and Twitter account. The new website became widely recognized among urban farmers in Los Angeles and was promoted by the Los Angeles Food Policy Council and its partners.

Because urban farms are often on former parking lots and industrial sites, soil and water contamination issues become a very important aspect of urban agriculture. In 2014, Surls served on the Soil and Water Testing Guidelines Committee, which is a part of the Los Angeles County Department of Public Health's Healthy Design Workgroup. The committee was established to develop guidelines for testing soil and water for backyard and community gardens.

In the latter part of 2014, Surls organized a two-day educational event on composting and food waste with partners at the Los Angeles Food Policy Council, the Community and Regional Food Systems Project (based at the University of Wisconsin), and Growing Power (a premier urban agriculture nonprofit based in Milwaukee, Wis.). On the first day, participants toured composting sites, from the community to the municipal scale. On the second day, they took part in a day-long composting training session at a community garden in Long Beach.



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ENVIRONMENTAL HORTICULTURE

Cooperative Extension environmental horticulturists are enthusiastic, hands-on experts in urban landscape trees and shrubs, recreational turf, athletic fields, efficient water use and integrated pest management. They are experts in the valuable “green industry” economy of Los Angeles County.

DON HODEL

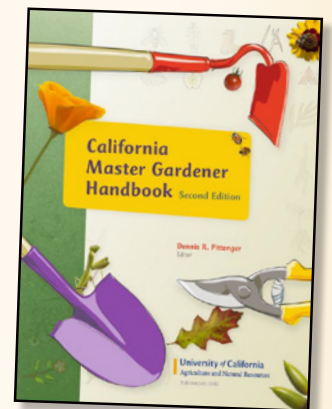
Don Hodel, environmental horticulturist, identifies problems and seeks out solutions for his clients in the professional landscape industry as well as homeowners. He does this by extending the practical, research-based information he has gathered over many years. In 2014, he worked frequently with the Los Angeles County Arboretum and Botanic Garden to assist with the planting and pruning of trees and assessing the health of the arboretum’s historic trees. He worked with staff at the South Coast Botanic Garden in Palos Verdes Peninsula to assist them with tree identification. It was also a busy year assisting county residents, arborists and public workers deal with tree pest issues, such as the polyphagous shot hole borer, the pink rot disease and the fusarium diseases.

Conducting presentations is an important way to share his knowledge with professionals in the landscape industry. He spoke about the identification and management of pine diseases at a meeting of the International Society of Arboriculture (Western chapter); about his life’s work in horticulture at a Southern California Horticulture Association meeting; about rare, drought-resistant trees at a Council for Watershed Health meeting; about plant exploration in Southern Japan at the Los Angeles International Fern Society; and about diseases and disorders of palms at a horticulture department meeting at Long Beach City College.

DENNIS PITTENGER

Dennis Pittenger, area environmental horticulture advisor, conducts education and applied research programs that address landscape problems in Southern California. Specifically, Pittenger is recognized regionally and nationally for his work in landscape water management. Water management information from his research and education programs have been incorporated in the development of public codes and programs, water purveyor policies and practices utilized by landscape and design professionals. In 2014, he worked with seven Southern California purveyors to provide science-based content for a high-quality landscape water management handbook, which would be used by their home and commercial customers.

Pittenger also plays an important role in the Los Angeles County Master Gardener Program by providing science-based training and support materials for all volunteers and trainees. In 2014, he conducted several Master Gardener workshops focusing on landscape water management and served as editor for the revised edition of the award-winning California Master Gardener Handbook—the primary reference book for Master Gardener training in California.



ENVIRONMENTAL HORTICULTURE CONTINUED

CHERYL WILEN

Cheryl Wilen, area integrated pest management (IPM) advisor, offers valuable information to ensure that food production systems, landscaping techniques, parks management and homeowners are employing the best practices for pest management. In addition to her advisor responsibilities, in 2014, Wilen served as acting director for the UC Statewide Integrated Pest Management Program, which was established in 1979 to develop and promote safe, effective and environmentally sound strategies for managing pests in agricultural, urban and natural resource environments. As acting director, she worked with internal and external stakeholders to initiate and lead efforts to support the development of the program's strategic plan. The plan focuses on enhancing the program's ability to respond to emerging pest management issues given an updated analysis of economic, social and policy trends.

Helping organizations develop and implement IPM policies is another aspect of Wilen's many responsibilities. In 2014, she worked with staff and members of the Los Angeles Historic State Park to provide guidance and recommendations in the development and management of its pesticide safety and IPM program. She also advised on current regulations, procedures and products used in managing pest populations. The park is a valuable and extraordinary recreation and education site in the heart of Los Angeles (adjacent to iconic Chinatown).

JANET HARTIN

Janet Hartin, environmental horticulture advisor, focuses her work on sustainable landscapes and greenwaste management. In 2014, she conducted various free educational workshops for Spanish-speaking landscapers on pest management. The landscapers also learned how to reduce health and safety risks to themselves and the environment by using non-chemical pest control methods. Hartin was invited to speak at seminars and conferences, including the Western Chapter of Arboriculture's street tree seminar in Pomona and at the UCCE co-sponsored *Get Ahead or Get Parched* seminar in Arcadia.

Research continues to be an important part of Hartin's work. In 2014, she served as principal investigator (with UC Davis' Dr. Dave Fujino and Dr. Loren Oki) on a large multi-site contract from the California Department of Water Resources to set up demonstration sites that exemplify how landscape water waste can be reduced with proper plant selection, irrigation scheduling and mulch. Five of the six selected demonstration sites are in Los Angeles County: Walnut, Lakewood, San Gabriel, Claremont and Pasadena.

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NATURAL RESOURCES

Sabrina Drill, natural resources advisor, plays an important role in the stewardship of Los Angeles County's natural resources. She serves as a technical resource and raises the environmental awareness of organizations and residents through her natural resources program (http://celosangeles.ucanr.edu/Natural_Resources/) and her information dissemination efforts.

We are pleased to announce that, in October, Drill was named associate director of the California Naturalist Program. The program was established in 2012 to train and foster a network of nature lovers, who in turn promote stewardship and conservation of the state's natural resources through education and service. The program officially became a part of UC ANR in 2014. As of late 2014, 650 certified naturalists recorded more than 18,000 volunteer hours.

In Los Angeles, the iconic LA River is surrounded by approximately 10 million people. Significant efforts are underway to create healthy vibrant communities along the river. Along with providing flood control for the city, the vision is to enrich the quality of life for all residents by creating enhanced green spaces (natural areas and parks) and better recreational facilities. In 2014, Drill joined environmental and community groups to promote recreational fishing in the river. She helped organize and conduct an LA River fish survey to guide aquatic habitat restoration. The fish data were presented at the Ecology of the LA River Symposium at Cal State Northridge in November. In addition, Drill established an online citizen science project, *Fish of the LA River*, in English and Spanish (<http://www.inaturalist.org/projects/fish-of-the-la-river-peces-del-rio-de-los-angeles>).

2014 was a busy year for Drill developing and expanding her natural resources program. In January, Drill met with Los Angeles County agencies and nonprofits to develop curriculum for a marine naturalist training component. Participants included USC's Sea Grant, Heal the Bay, California Science Center, Marymount College and Palos Verdes Peninsula Land Conservancy. During fall, she launched the California Naturalist training for the Mountains Recreation and Conservation Authority's Bridge to Park Careers job training program. Bridge to Park Careers prepares low-income young adults from around the county for careers with MRCA, the California Department of Parks and Recreation and the National Park Service.

As a natural resources advisor, Drill keeps a close eye on Los Angeles County's growing pest problem—the polyphagous shot hole borer (PSHB). This beetle is an invasive species and its infestation sites have been found in Los Angeles, Orange, Riverside, San Bernardino and San Diego counties of southern California. The PSHB drills into trees and inserts fungi that are pathogenic to the host tree. The spreading of the fungi eventually causes dieback symptoms and eventual death of the once-healthy host tree. In 2014, Drill led an effort to develop a new online mapping tool that allows users to track the spread of PSHB in California. The data are displayed by year from 2012 to 2014. The map can be found at <http://ucanr.edu/sites/pshb/Map/>. Drill also spoke at various workgroup meetings to coordinate regional efforts to understand, manage and educate about PSHB in urban and wildland areas.

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Invasive Beetle - Polyphagous Shot Hole Borer (PSHB).

AGRICULTURE

As the farm advisor for Los Angeles County, Andre Biscaro works closely with High Desert growers, local agencies and other UC Cooperative Extension advisors and specialists to develop cost-effective and sustainable practices. He also considers the challenges associated with increasing production costs, water-use restrictions, agriculture-urban interface and a growing population.

Small grains for hay production are common and good choices for crop rotation with alfalfa, onions and carrots in the High Desert. Wheat, barley and oats are planted separately or as a mix around mid-November to mid-February. To optimize hay yield and profitability, while minimizing losses and groundwater contamination, proper nitrogen application and management is important. In May, Biscaro organized the *Nitrogen Fertilizer Management in Small Grain Hay Field Day* in Lancaster, Calif. He conducted a workshop for 16 local growers and pest control advisers.

Every year in August, many High Desert communities came together to enjoy entertainment, carnival rides and great food at the Antelope Valley Fair and Alfalfa Festival in Lancaster. In 2014, Biscaro helped organize this event, which is one of Antelope Valley's biggest events. He also helped out by judging the popular vegetable gardening competition.

In November, Biscaro organized the *2014 High Desert Agronomic and Private Applicator Meeting* which was held at the George Lane Park Community Center in Quartz Hill. Antelope Valley farmers appreciated the organized meeting, as it gave them an opportunity to inspect the work and research that have been carried out by various experts and researchers. Topics included alfalfa pest management, mosquito control on the farm, new exotic pests in California and pesticide laws and regulations. Biscaro added to the day's list of topics by giving a talk about nutrient management for optimal crop yields.



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FUNDING SOURCES AND THANK YOU TO VOLUNTEERS

UC Cooperative Extension gratefully acknowledges the wonderful support of individuals, organizations and foundations listed below. Their commitment and generosity are critical to the development and success of UC Cooperative Extension's programs.

The centennial celebration and program activities reflect the generosity and commitment that have sustained and given purpose to UC Cooperative Extension for its first hundred years.

AGRIUM ADVANCED TECHNOLOGIES

ANONYMOUS

CALIFORNIA DEPARTMENT OF PESTICIDE REGULATIONS

CALIFORNIA DEPARTMENT OF WATER RESOURCES

CARL AND ROBERTA DEUTSCH FOUNDATION

DISNEY

DOMINGUEZ RANCHO ADOBE MUSEUM

HUNTINGTON LIBRARY, ART COLLECTIONS, AND BOTANICAL GARDENS

JET PROPULSION LABORATORY

THE LA BREAKFAST CLUB

THOMAS AND DOROTHY LEAVEY FOUNDATION

LOS ANGELES COUNTY

LOS ANGELES COUNTY ARBORETUM AND BOTANIC GARDEN

RENEE'S GARDEN SEEDS

RENEWABLE RESOURCES EXTENSION ACT

TRADER JOE'S

UC ANR COMPETITIVE GRANTS PROGRAM

USDA NATIONAL INSTITUTE OF FOOD AND AGRICULTURE

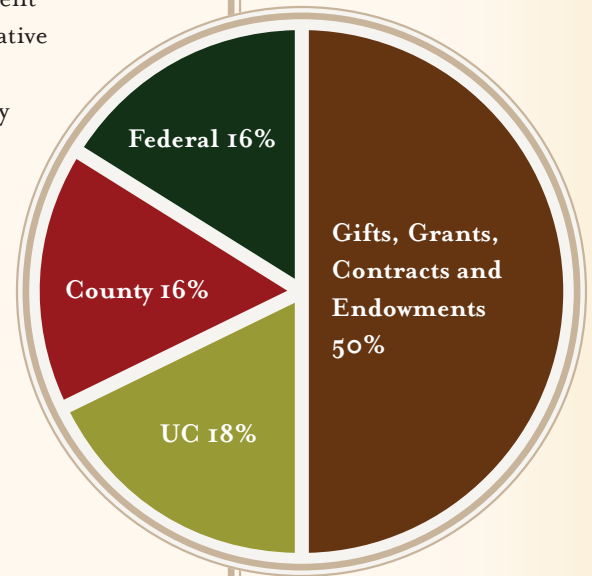
US DEPARTMENT OF AGRICULTURE

US FOREST SERVICE

WEST COAST ARBORISTS, INC. OF ANAHEIM

Also, a big "Thank You" goes out to our wonderful volunteers. UC Cooperative Extension's volunteers are an important part of the organization, and they continue to amaze us with their dedication and passion for improving the lives of Los Angeles County residents.

2014 FUNDING SOURCES



Tomato Planting in 1964.



"Fight for Good Health" event with Assemblymember Reggie Jones-Sawyer in 2014.

FROM THE CAMPUS TO THE COMMUNITY

UNIVERSITY OF CALIFORNIA COOPERATIVE EXTENSION, LOS ANGELES COUNTY

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It is the policy of the University not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender identity, pregnancy,¹ physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994).² This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable State and Federal laws and University policies.

University policy also prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment for giving such assistance as the complainant may seek, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment for participating in a way requested by the complainant or the University. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

In addition, it is the policy of the University to undertake affirmative action, consistent with its obligations as a Federal contractor, for minorities and women, for persons with disabilities, and for covered veterans.³ The University commits itself to apply every good faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements, and are consistent with University standards of quality and excellence.

In conformance with Federal regulations, written affirmative action plans shall be prepared and maintained by each campus of the University, by the Lawrence Berkeley National Laboratory, by the Office of the President, and by the Division of Agriculture and Natural Resources. Such plans shall be reviewed and approved by the Office of the President and the Office of the General Counsel before they are officially promulgated.

This Policy supersedes the University of California Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment, dated January 1, 2004.

Inquiries regarding the University's nondiscrimination policies may be directed to the Affirmative Action/Staff Personnel Services Equal Opportunity Director, University of California, Agriculture and Natural Resources, 1111 Franklin Street, 6th Floor, Oakland, CA 94607, (510) 987-0096.

¹ Pregnancy includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth.

² Service in the uniformed services includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services.

³ Covered veterans includes veterans with disabilities, recently separated veterans, Vietnam era veterans, veterans who served on active duty in the U.S. Military, Ground, Naval or Air Service during a war or in a campaign or expedition for which a campaign badge has been authorized, or Armed Forces service medal veterans.



*Our Centennial Celebration:
"A Celebration of Science of
Service," at the Dominguez Rancho
Adobe Museum in Compton.*