

*Regarding changes as a result of Executive Order 14173*

Dear AP-recruit users,

Please note that the [link](#) to the Outreach Goals previously available from AP-recruit is no longer accessible. If you have saved it in your bookmarks, please refrain from using it.

[Executive Order 14173](#) modifies the protected categories that require affirmative action. Consequently, Affirmative Action goals for Women and Minorities are no longer necessary. However, affirmative action requirements remain for individuals with disabilities and protected veterans. Please note that it is still **required to make good faith outreach efforts** for these two categories. The **utilization goal for individuals with disabilities (7%) and the hiring benchmark for protected veterans (5.2%)** remain in effect.

The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the [UC Anti-Discrimination Policy](#).

It is the policy of the University of California to undertake affirmative action and anti-discrimination efforts, consistent with its obligations as a Federal and State contractor.

Please contact us if you have additional questions.

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