



Deer Resistant Plants

UCCE Master Gardeners of the Sierra Foothills

Fact: There are no deer resistant plants. But there are plants that most deer will not eat if there is an abundance of food. Most of the plants listed in this document will not be eaten by deer if there is another choice; however this is not a guarantee they won't at least take a sample now and then.

When selecting plants from this list for your landscape be sure that all of the planting criteria are met: temperature, light, moisture and not just the deer tolerant need. Some of these plants may be more suitable in a meadow or pasture for example, than next to your patio or home. For this information consult your professional nurseryperson or appropriate garden books, or call the Master Gardeners.

Plants native to this area of California are more likely to be deer resistant and many have the added bonus of being drought tolerant. (N) indicates that certain species of this plant are native and (D) signifies non-natives that are drought tolerant.

Annuals

Baby's Breath	<i>Gypsophila elegans</i>
Balsam.....	<i>Impatiens species</i>
Bells of Ireland	<i>Moluccella laevis</i>
California Poppy (N)	<i>Eschscholzia californica</i>
Canterbury Bell	<i>Campanula medium</i>
Cape Forget-Me-Not	<i>Anchusa capensis</i>
Chinese Delphinium aka Candle Delphinium.....	<i>Delphinium grandiflorum</i>
Cockscomb.....	<i>Celosia cristata</i>
Cosmos.....	<i>Cosmos species</i>
Creeping Zinnia	<i>Sanvitalia procumbrens</i>
Euphorbia.....	<i>Euphorbia species</i>
Floss Flower	<i>Ageratum houstonianum</i>

Garden Cineraria	<i>Senecio hybridus</i>
Godetia	<i>Clarkia amoena</i>
Love-in-a-Mist	<i>Nigella damascena</i>
Marigold.....	<i>Tagetes species</i>
Mexican Sunflower	<i>Tithonia rotundifolia</i>
Mignonette	<i>Reseda odorata</i>
Mountain Phlox aka Prickly Phlox.....	<i>Linanthus grandiflorus</i>
Pincushion Flower	<i>Scabiosa species</i>
Quaking Grass	<i>Briza maxima</i>
Rose Moss	<i>Portulaca grandiflora</i>
Shirley Poppy	<i>Papaver rhoeas</i>
Spider Flower	<i>Cleome species</i>
Sweet Alyssum	<i>Lobularia maritima</i>

Ferns

Maidenhair Fern.....	<i>Adiantum species</i>
----------------------	-------------------------

Wood Fern.....	<i>Dryopteris species</i>
----------------	---------------------------

Groundcovers and Vines

Baby's Tears	<i>Soleirolia soleirolii</i>
Blue Star Creeper	<i>Laurentia fluvialis</i>
Carolina Jessamine	<i>Gelsemium sempervirens</i>
Carpet Bugle	<i>Ajuga species</i>
Clematis, (N)	<i>Clematis species (N)</i>
Creeping St. Johnswort	<i>Hypericum calycinum</i>
Dwarf Periwinkle	<i>Vinca minor</i>
Dwarf Plumbago	<i>Ceratostigma plumbaginoides</i>
Gold Coin	<i>Asteriscus maritimus</i>
Japanese Spurge	<i>Pachysandra terminalis</i>
Kenilworth Ivy	<i>Cymbalaria muralis</i>
Moss Pink.....	<i>Phlox sublata</i>

Raoulia	<i>Raoulia australis</i>
Red Trumpet Vine	<i>Distictis buccinatoria</i>
Wild Strawberry	<i>Fragaria chiloensis</i>
Wisteria (D)	<i>Wisteria species (D)</i>
Silver Lace Vine	<i>Fallopia baldschuanica</i>
Creeping Thyme, Wooley Thyme, Lemon Thyme, Common Thyme.....	<i>Thymus species</i>
Trumpet Creeper aka Trumpet Vine.....	<i>Campsis species</i>
Australian Bluebell Creeper	<i>Sollya heterophylla</i>
Black-Eyed Susan Vine	<i>Thunbergia alata</i>
Sweet Woodruff.....	<i>Galium odoratum</i>

Perennials, Bulbs and Grasses

African Corn Lily	<i>Ixia species</i>
African Daisy	<i>Arctotis species</i>
Arum	<i>Arum species</i>
Aster (N).....	<i>Aster alpinus</i>
Baby's Breath.....	<i>Gypsophila paniculata</i>
Basket-of-Gold	<i>Aurinia saxatilis</i>
Beach Strawberry, Sand Strawberry....	<i>Fragaria chiloensis</i>
Beardtongue	<i>Penstemon species</i>
Bear's Breech.....	<i>Acanthus mollis</i>
Bee Balm	<i>Monarda species</i>

Bergenia	<i>Bergenia species</i>
Blanket Flower (D)	<i>Gaillardia x grandiflora</i>
Bleeding Heart (N)	<i>Dicentra (N)</i>
Blue Marguerite	<i>Felicia amelloides</i>
Blue Oat Grass	<i>Helictotrichon sempervirens</i>
Blue Star Creeper	<i>Pratia pedunculata</i>
Bluebell	<i>Scilla species</i>
Blue-eyed Grass (N)	<i>Sisyrinchium idahoense bellum</i>
Bowles' Golden Grass	<i>Milium effusum 'Aureum'</i>
Brodiaea (N).....	<i>Brodiaea species</i>

Perennials, Bulbs and Grasses, continued

Bugle Lily.....	<i>Watsonia species</i>	Lobelia	<i>Lobelia species</i>
Bulbous Oat Grass	<i>Arrhenatherum elatius bulbosum</i>	Madagascar Periwinkle.....	<i>Catharanthus roseus</i>
Calla	<i>Zantedeschia hybrids</i>	Marguerite aka Paris Daisy	<i>Argyranthemum frutescens</i>
Candle Larkspur aka Scarlet Larkspur	<i>Delphinium x belladonna, Delphinium cardinale, Delphinium elatum, Delphinium nudicaule</i>	Marigold	<i>Tagetes species</i>
Candy tuft	<i>Iberis species</i>	Marjoram, Oregano.....	<i>Origanum species</i>
Canna.....	<i>Canna species</i>	Matilija Poppy.....	<i>Romneya coulteri</i>
Catnip	<i>Nepeta cataria</i>	Mexican Daisy.....	<i>Erigeron karvinskianus</i>
Century Plant	<i>Agave americana</i>	Mint	<i>Mentha species</i>
Chamomile	<i>Chamaemelum nobilis</i>	Moneywort.....	<i>Lysimachia nummularia</i>
Clarkia (N)	<i>Clarkia species (N)</i>	Monkey Flower (N).....	<i>Mimulus species</i>
Common Aubrieta	<i>Aubrieta deltoidea</i>	Monkshood (N).....	<i>Aconitum species</i>
Coral Bells aka Alum Root	<i>Heuchera sanguinea</i>	Moor Grass aka Purple Moor Grass	<i>Molina caerulea altissima 'Variegata'</i>
Coreopsis (D)	<i>Coreopsis grandiflora</i>	Naked Lady (D)	<i>Amaryllis belladonna</i>
Cranesbill	<i>Erodium reichardii</i>	New Zealand Flax.....	<i>Phormium tenax</i>
Cranesbill	<i>Geranium species</i>	Oriental Poppy.....	<i>Papaver orientale</i>
Crinum	<i>Crinum species</i>	Ornamental Rhubarb.....	<i>Rheum</i>
Crocosmia	<i>Crocosmia species</i>	Peony	<i>Paeonia species</i>
Crocus	<i>Crocus species</i>	Peruvian Lily	<i>Alstromeria species</i>
Crown Pink, Rose Campion.....	<i>Lychnis coronaria</i>	Pot Marigold	<i>Calendula officinalis</i>
Cushion Pink	<i>Silene acaulis</i>	Potato Vine.....	<i>Solanum laxum</i>
Cyclamen	<i>Cyclamen species</i>	Prairie Cord Grass	<i>Spartina pectinata</i>
Daffodil (D)	<i>Narcissus species</i>	Purple Coneflower	<i>Echinacea purpurea</i>
Dahlia	<i>Dahlia species</i>	Quaking Grass aka Rattlesnake Grass	<i>Briza media</i>
Daylily (D)	<i>Hemerocallis species</i>	Redhot Poker (D)	<i>Kniphofia uvaria</i>
Dead Nettle.....	<i>Lamium species</i>	Ribbon Grass aka Gardener's Garters	<i>Phalaris arundinacea picta</i>
English Daisy.....	<i>Bellis perennis</i>	Rockcress	<i>Arabis species</i>
Eulalia Grass	<i>Misanthus sinensis</i>	Rue aka Herb-of-Grace	<i>Ruta graveolens</i>
Euphorbia	<i>Euphorbia species</i>	Santolina (D)	<i>Santolina species (D)</i>
Evening Primrose aka Sundrops	<i>Oenothera species</i>	Saxifrage	<i>Saxifraga species</i>
False Spiraea	<i>Astilbe species</i>	Scarlet Larkspur (N)	<i>Delphinium cardinal (D. nudicaule)</i>
Feather Grass, Needle Grass (N)	<i>Stipa species</i>	Sea Lavender, Statice.....	<i>Limonium species</i>
Fescue (N)	<i>Festuca species</i>	Sea Oats aka Bamboo Grass	<i>Chasmanthium latifolium</i>
Floss Flower	<i>Ageratum houstonianum</i>	Sedge	<i>Carex species</i>
Forget-Me-Not.....	<i>Myosotis species</i>	Serbian Bellflower	<i>Campanula poscharskyana</i>
Fortnight Lily.....	<i>Dites iridioides (D. vegeta)</i>	Shasta Daisy.....	<i>Leucanthemum x superbum</i>
Fountain Grass.....	<i>Pennisetum alopecuroides</i>	Snow in Summer (D).....	<i>Cerastium tomentosum</i>
Four O'Clock	<i>Mirabilis jalapa</i>	Soft Rush.....	<i>Juncus effusus</i>
Foxglove (N)	<i>Digitalis species</i>	Solomon's Seal.....	<i>Polygonatum species</i>
Freesia	<i>Freesia species</i>	Speedwell	<i>Veronica species</i>
Fringe Cup.....	<i>Tellima grandiflora</i>	Spider Lily	<i>Lycoris squamigera</i>
Garden Heliotrope.....	<i>Valeriana officinalis</i>	Spiderwort	<i>Tradescantia virginiana</i>
Giant Snowdrop.....	<i>Galanthus elwesii</i>	Stonecrop	<i>Sedum species</i>
Gloriosa Daisy, Black-Eyed Susan (D)....	<i>Rudbeckia hirta</i>	Strawflower	<i>Helichrysum bracteatum</i>
Grape Hyacinth.....	<i>Muscari species</i>	Summer Snowflake.....	<i>Leucojum aestivum</i>
Harlequin Flower	<i>Sparaxis tricolor</i>	Swan River Daisy	<i>Brachyscome species</i>
Hellebore	<i>Helleborus species</i>	Sweet Violet	<i>Viola odorata</i>
Hollyhock.....	<i>Alcea rosea</i>	Switch Grass	<i>Panicum virgatum</i>
Iceland Poppy	<i>Papaver nudicaule</i>	Thrift	<i>Armeria species</i>
Indian Mock Strawberry	<i>Duchesnea indica</i>	Thyme (D)	<i>Thymus species</i>
Iris (D)	<i>Iris species</i>	Transvaal Daisy	<i>Gerbera jamesonii</i>
Irish Moss aka Scotch Moss	<i>Sagina subulata</i>	Tuberous Begonia.....	<i>Begonia tuberhybrida</i>
Japanese Anemone	<i>Anemone japonica</i>	Tufted Hair Grass	<i>Deschampsia cespitosa</i>
Japanese Sweet Flag	<i>Acorus gramineus 'Variegatus'</i>	Umbrella Plant.....	<i>Cyperus alternifolius</i>
Jupiter's Beard, Red Valerian (D)	<i>Centranthus ruber</i>	Verbena (D)	<i>Verbena species</i>
Lamb's Ears (D)	<i>Stachys byzantina</i>	Wake Robin (N)	<i>Trillium chloropetalum</i>
Lily Turf	<i>Liriope species</i>	Wallflower	<i>Erysimum species</i>
Lily-of-the-Nile (D)	<i>Agapanthus species</i>	Western Columbine (N)	<i>Aquilegia formosa</i>
Lithodora	<i>Lithodora diffusa</i>	Western Hound's Tongue aka Grand Hound's Tongue.....	<i>Cynoglossum grande</i>

Perennials, Bulbs and Grasses, continued

White Cup Flower.....	<i>Nierembergia repens</i>
Yarrow (N)	<i>Achillea millefolium</i>
Yellow Foxtail Grass	<i>Alopecurus pratensis 'Aureus'</i>

Yerba Buena	<i>Satureja douglasii</i>
Zinnia	<i>Zinnia species</i>

Shrubs

Alpine Totara.....	<i>Podocarpus nivalis</i>
Artemisia (D)	<i>Artemisia species</i>
Barberry	<i>Berberis species</i>
Bayberry.....	<i>Myrica pennsylvanica</i>
Beauty Bush	<i>Kolkwitzia amabilis</i>
Bottlebrush	<i>Callistemon species</i>
Boxwood	<i>Buxus species</i>
Brazilian Flame Bush	
aka Trinidad Flame Bush.....	<i>Calliandra tweedii</i>
Breath of Heaven (White)	
(Pink aka Pink Diosma)	<i>Coleonema species</i>
Bridal Wreath aka Mountain Spirea	
aka Western Spirea	<i>Spiraea species</i>
Bright Bead Cotoneaster.....	<i>Cotoneaster buxifolius</i>
Bush Anemone (N)	<i>Carpenteria californica</i>
Bush Morning Glory	<i>Convolvulus cneorum</i>
Bush Poppy (D).....	<i>Dendromecon rigida</i>
Butcher's Broom	<i>Ruscus species</i>
Butterfly Bush	<i>Buddleja davidii</i>
California Fuchsia (N).....	<i>Epilobium californica</i>
(aka Hummingbird Flower)	aka <i>Zauschneria canum</i>
Cape Honeysuckle.....	<i>Tecoma capensis</i>
Cape Plumbago	<i>Plumbago auriculata</i>
Ceanothus, Island Ceanothus (N)	<i>Ceanothus species (N)</i>
Chinese lantern.....	<i>Abutilon hybrids</i>
Chinese Snowball aka Laurustinus	<i>Viburnum species</i>
Cinquefoil	<i>Potentilla species</i>
Coast Rosemary	<i>Westringia fruticosa</i>
Coast Silktassel.....	<i>Garrya elliptica</i>
Common lilac	<i>Syringa vulgaris</i>
Common Snowberry (N)	<i>Symporicarpos albus</i>
Corokia cotoneaster.....	<i>Corokia cotoneaster</i>
Currant or Gooseberry (N).....	<i>Ribes species</i>
Daphne.....	<i>Daphne species</i>
Dusty Miller (D).....	<i>Senecio cineraria</i>
Dwarf Coyote Brush (N)	<i>Baccharis pilularis</i>
Elderberry (N)	<i>Sambucus species</i>
Escallonia	<i>Escallonia species</i>
Euphorbia.....	<i>Euphorbia species</i>
Euryops	<i>Euryops pectinatus</i>
Evergreen Huckleberry	<i>Vaccinium ovatum</i>
Fatshedera	<i>X Fatshedera lizei</i>
Ferns (N).....	(except <i>Pellaea</i>) (N)
Flannel Bush (N).....	<i>Fremontodendron species</i>
Flowering Quince	<i>Chaenomeles spp</i>
Germaner	<i>Teucrium species</i>
Glossy Abelia.....	<i>Abelia x grandiflora</i>
Grevillea	<i>Grevillea species</i>
Griselinia	<i>Griselinia lucida</i>
Halimium	<i>Halimium species</i>
Heath	<i>Erica species</i>
Heavenly Bamboo (D)	<i>Nandina domestica</i>
Holly.....	Ilex species
Honey Bush	<i>Melanthus major</i>
Japanese Aralia	<i>Fatsia japonica</i>

Japanese Rose	<i>Kerria japonica</i>
Jasmine	<i>Jasminium species</i>
Jerusalem Sage.....	<i>Phlomis fruticosa</i>
Juniper (D)	<i>Juniperus species</i>
Korean Forsythia	<i>Forsythia ovata</i>
Lavender (D)	<i>Lavandula species</i>
Lions Tail	<i>Leonotis leonurus</i>
Loropetalum.....	<i>Loropetalum chinense</i>
Lupine (N)	<i>Lupinus arboreus</i>
Manzanita (N)	<i>Arctostaphylos species</i>
Mexican Fire Bush.....	<i>Kochia scoparia trichophylla</i>
Mexican Orange.....	<i>Choisya ternata</i>
Mountain Pieris aka Chinese Pieris	
aka Lily-of-the Valley Shrub	
aka Japanese Andromeda	<i>Pieris species</i>
Myoporum	<i>Myoporum laetum</i>
Nolina	<i>Nolina parryi</i>
Oregon Grape (N).....	<i>Mahonia aquifolium</i>
Oregon Grape (N).....	<i>Mahonia species</i>
Osmanthus	<i>Osmanthus species</i>
Parrot Beak	<i>Clianthus puniceus</i>
Pineapple Guava (D)	<i>Feijoa sellowiana</i>
Pyracantha (D) aka Firethorn	<i>Pyracantha species</i>
Red Chokeberry	<i>Aronia arbutifolia</i>
Redwood Sorrel	<i>Oxalis oregana</i>
Rhododendron.....	Rhododendron species (except Azaleas)
Rockrose	<i>Cistus species</i>
Rosemary (D)	<i>Rosemarinus officinalis</i>
Sage (D)	<i>Salvia species</i>
Salal	<i>Gaultheria shallon</i>
Saltbush	<i>Atriplex semibaccata</i>
Santolina	<i>Santolina species</i>
Senna	<i>Cassia species</i>
Shining Sumac.....	<i>Rhus copallina</i>
Siberian Peashrub	<i>Caragana arborescens</i>
Silverberry.....	<i>Elaeagnus pungens, Elaeagnus commutata</i>
Smooth Sumac	<i>Rhus glabra</i>
Spice Bush (N)	<i>Calycanthus occidentalis</i>
Spine Shrub	<i>Adolphia californica (rare)</i>
Star Jasmine aka Confederate Jasmine.	<i>Trachelospermum jasminoides</i>
Sugar Bush	<i>Rhus ovata</i>
Sunrose	<i>Helianthemum nummularium</i>
Sweet Box	<i>Sarcococca species</i>
Sweet Hakea	<i>Hakea suaveolens</i>
Sweet Mock Orange.....	<i>Philadelphus coronarius</i>
Toyon (N)	<i>Heteromeles arbutifolia</i>
Trailing Lantana.....	<i>Lantana montevidensis</i>
Tree Mallow	<i>Lavatera species</i>
True Myrtle	<i>Myrtus communis</i>
Wild Buckwheat (N)	<i>Eriogonum species except E. fasciculatum polifolium</i>

Trees

Acacia.....	<i>Acacia species</i>	Hawthorn (N)	<i>Crataegus species</i>
American Persimmon	<i>Diospyros virginiana</i>	Hazelnut (N)	<i>Corylus cornuta californica</i>
American Sweet Gum	<i>Liquidambar styraciflua</i>	Hemlock (N)	<i>Tsuga species</i>
Araucaria	<i>Araucaria species</i>	Hercules' Club aka Devil's Walking Stick	<i>Aralia spinosa</i>
Arborvitae	<i>Thuja species</i>	Holly	<i>Ilex species</i>
Ash (N)	<i>Fraxinus species</i>	Incense Cedar (N).....	<i>Calocedrus decurrens</i>
Bigleaf Maple.....	<i>Acer macrophyllum</i>	Italian Alder.....	<i>Alnus cordata</i>
Black Locust (D)	<i>Robinia pseudocacia</i>	Japanese Cryptomeria.....	<i>Cryptomeria japonica</i>
Black Walnut.....	<i>Juglans nigra</i>	Japanese Maple.....	<i>Acer palmatum</i>
Box Elder.....	<i>Acer negundo</i>	Juniper (N).....	<i>Juniperus species</i>
Cajeput Tree, Paperbark Tree.....	<i>Melaleuca quinquenervia</i>	Kentucky Coffee Tree.....	<i>Gymnocladus dioica</i>
California Bay (N)	<i>Umbellularia californica</i>	Madrone (N).....	<i>Arbutus menziesii</i>
California Buckeye (N)	<i>Aesculus californica</i>	Magnolia	<i>Magnolia species</i>
California Nutmeg (N).....	<i>Torreya californica</i>	Mayten Tree.....	<i>Maytenus boaria</i>
California Pepper Tree.....	<i>Schinus molle</i>	Oak (N)	<i>Quercus species</i>
California Sycamore (N).....	<i>Platanus racemosa</i>	Olive	<i>Olea europaea</i>
Carob	<i>Ceratonia siliqua</i>	Peppermint Tree	<i>Agonis flexuosa</i>
Carolina Laurel Cherry	<i>Prunus caroliniana</i>	Pine (N).....	<i>Pinus species</i>
Catalpa	<i>Catalpa bignonioides</i>	She-Oak, Beefwood	<i>Casuarina species</i>
Cedar (D).....	<i>Cedrus species</i>	Silk Tree aka Mimosa	<i>Albizia</i>
Chinaberry	<i>Melia azedarach</i>	Smoke Tree	<i>Cotinus coggygria</i>
Coast Redwood (N).....	<i>Sequoia sempervirens</i>	Soapbark Tree	<i>Quillaja saponaria</i>
Cypress (D).....	<i>Cupressus species</i>	Spanish Bayonet	<i>Yucca aloifolia</i>
Dogwood (N).....	<i>Cornus species</i>	Spruce	<i>Picea species</i>
Douglas Fir (N)	<i>Pseudotsuga species</i>	Sweet Bay, Grecian Laurel (D).....	<i>Laurus nobilis</i>
Empress Tree	<i>Paulownia tomentosa</i>	Tanbark Oak (N)	<i>Lithocarpus densiflorus</i>
Eucalyptus.....	<i>Eucalyptus species</i>	True Myrtle	<i>Myrtus communis</i>
European larch	<i>Larix decidua</i>	Variegated Box Elder.....	<i>Acer negundo variegatum</i>
European Mountain Ash.....	<i>Sorbus aucuparia</i>	Vine Maple	<i>Acer circinatum</i>
False Cypress (D).....	<i>Chamaecyparis species</i>	Washington Palm (D)	<i>Washingtonia species</i>
Fan Palm	<i>Chamaerops humilis</i>	Western Redbud (N)	<i>Cercis occidentalis</i>
Fig, Edible.....	<i>Fig carica</i>	Windmill Palm.....	<i>Trachycarpus fortunei</i>
Fir (N)	<i>Abies species</i>	Windmill Palm.....	<i>Trochycarpus fortunei</i>
Giant Sequoia	<i>Sequoiadendron giganteum</i>	Yew	<i>Taxus species</i>
Gum Myrtle	<i>Angophora costata</i>	Yew Pine.....	<i>Podocarpus macrophyllu</i>
Hackberry (D).....	<i>Celtis species</i>		

This brochure was compiled by UCCE Master Gardeners of El Dorado County, Spring 1997 updated Fall 2012 and again in Spring 2017. The brochure was then merged with the "Deer-Resistant Plants for the Sierra Foothills (Zone 7) compiled by UC Cooperative Extension Master Gardener of Nevada County. The latter was edited by Cindy Fake, Horticulture and Small Farms Advisor, Placer and Nevada Counties. The UCCE El Dorado, Nevada and Placer County Master Gardeners volunteer organizations under the direction of the University of California Cooperative Extension. Recommendations are based on local experience and from the following sources: Deer Resistant Plants, Gardener's Guide to Preventing Deer Damage, Dept. of Fish & Game, State of California; Cal-Flora, and Sunset Western Garden Book, Lane Publishing Co.

Original contributors: Master Gardeners Sandra Folmer, Steve Savage, and Robin Stanley. Update contributors: Master Gardeners Merry Campbell and Gail Fulbeck.

The Master Gardener office is located at 311 Fair Lane, Placerville, California

Office hours: Tuesday through Friday, 9:00 A.M. to noon ♦ Phone number: 530-621-5512

E-mail: mgeldorf@ucanr.edu ♦ Website: http://ucanr.org/sites/edc_mastergardeners/

Like us on our Facebook page: UCCE Master Gardeners El Dorado County

Should you need assistance or require special accommodations for any of our educational programs, please contact us at 530-621-5502.

The University of California working in cooperation with County Government and the United States Department of Agriculture.

The University of California, Division of Agriculture and Natural Resources (UC ANR) prohibits discrimination against or harassment of any person in any of its programs or activities on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy (which includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, status as a protected veteran or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 [USERRA]), as well as state military and naval service. UC ANR policy prohibits retaliation against any employee or person for any of its programs or activities for bringing a complaint of discrimination or harassment. UC ANR policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to any of its programs or activities. UC ANR is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment and/or participation in any of its programs or activities without regard to race, color, religion, sex, national origin, disability, age or protected veteran status. University policy is intended to be consistent with the provisions of applicable State and Federal laws. Inquiries regarding the University's equal employment opportunity policies may be directed to: John I. Sims, Affirmative Action Compliance Officer and Title IX Officer, University of California, Agriculture and Natural Resources, 2801 Second Street, Davis, CA 95618, (530) 750-1397. Email: jsims@ucanr.edu. Website: http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/.