

Chapter 3 – General Institution

BP 3420 Equal Employment Opportunity

References:

Education Code Sections 87100, et seq.; Title 5, Section 53000, et seq.; ACCJC Accreditation Standard 3

The Board supports the intent set forth by the California Legislature to assure that **effort is made to build a community in which opportunity is equalized, and** community colleges foster a climate of acceptance, with the inclusion of faculty and staff from a wide variety of backgrounds ~~to build a community in which opportunity is equalized~~. It agrees that diversity in the academic environment fosters cultural awareness, mutual understanding and respect, harmony and respect, and suitable role models for all students. The Board therefore commits itself to promote the total realization of equal employment through a continuing equal employment opportunity program. **Equal employment opportunity includes not only a process for equal opportunity in hiring, but also practices and processes that create inclusive, respectful work environments.**

The College President/CEO shall develop, for review and adoption by the Board, a plan for equal employment opportunity that complies with the Education Code and Title 5 requirements as from time to time modified or clarified by judicial interpretation.

Approved: April 28, 2004

Reviewed: May 14, 2013

Reviewed: December 6, 2014

Reviewed: June 9, 2015

Reviewed: August 17, 2016