

Equal Employment Opportunity

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| Date Adopted: | 7/9/1985 |
| Date Revised: | 9/9/2025 |
| Date Reviewed: | 12/12/2023 |
| References: | Education Code Sections 87100 et seq.; Title 5, Sections 53000 et seq.; ACCJC Accreditation Standard 3 |

The Board of Trustees 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. It agrees that equity and diversity in the academic environment fosters cultural awareness, mutual understanding and respect, harmony and suitable role models for all students. An equitable and inclusive hiring process is essential to improve diversity, reduce systemic barriers/inequities to employment, and provide potential applicants the opportunity to demonstrate that they meet or exceed the minimum qualifications for employment. The Board therefore commits itself to promoting 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 Superintendent/President 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. Superintendent/President, and/or designee(s), shall develop hiring procedures driven by diversity, equity, and inclusion and consistent with the mission, vision, and strategic goals of the College.

See Administrative Procedure 3420.