

## RECRUITMENT, SELECTION, AND HIRING

The Board recognizes the importance of an effective hiring process that reflects mutual professional responsibility and interest in achieving the goal of hiring a diverse and inclusive workforce of highly qualified individuals.

This policy is intended to comply with and be interpreted in a manner consistent with all applicable state and federal laws and regulations, including but not limited to the Board of Governor's equal employment opportunity regulations. Further, this policy is intended to respect all applicants who apply for a position with the District, as well as all community members and employees who serve on the Hiring and Search Committees.

Recruitment and selection of employees will be in strict compliance with the principles outlined in California and federal legislation concerning fair employment practices and civil rights, and shall be based solely on consideration of an applicant's qualifications for the intended assignments without prejudice toward applicant's race or ethnicity, gender, gender identity, sex, gender expression, religion, age, national origin, sexual orientation, marital status, medical condition, pregnancy, physical or mental disability, military or veteran status, genetic information, immigration status, or because they are perceived to have one or more of the foregoing characteristics; or based on association with a person or group with one or more of these actual or perceived characteristics. If an applicant's disability or religious practices precludes their ability to participate in all or part of the selection process, reasonable accommodations will be considered to enable them to participate.

The Board delegates authority to the Chancellor to establish the recruitment, selection, and hiring regulations of employees, to identify staffing requirements, and to develop a process to fill positions. The Chancellor shall develop hiring regulations for faculty, staff, and management team members that are fair, cooperative, respectful, and include sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students. The hiring regulations shall allow for participation by the Academic Senates and exclusive representatives of faculty and staff.

The District's Equal Employment Opportunity plan will document the multiple measures that capture the broad array of strategies and actions the District uses or will use to ensure equal employment opportunity. The Chancellor will provide the Board with an annual report regarding the District's Equal Employment Opportunity Plan.

All District employees shall demonstrate the ability to work with and serve individuals within a diverse community college campus environment.

Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors.

*References:*

*California Education Code Sections 70901.2, 70902(b)(7) & (d), 87100 et seq., and 87360*

*California Code of Regulations, Title 5 Sections 51023.5 and 53000*

*The Americans with Disability Act of 1990 – 42 United States Code Sections 12101 et. seq.*

*ACCJC Accreditation Standard 3*