EQUAL EMPLOYMENT OPPORTUNITY

The Board is committed to processes that support equal employment opportunity (EEO) and diversity and ensure a climate of acceptance, with inclusion of faculty and staff from a wide variety of backgrounds. EEO includes not only a process for equal opportunity in hiring, but also practices and processes that create inclusive, respectful work environments. Diversity in the academic environment fosters awareness, engagement, mutual understanding, and respect; and provides suitable role models for all students. Diversity is a condition of broad inclusion in an employment environment that offers equal employment opportunity for all persons. Diversity includes principles of inclusion, social justice, equity, intercultural proficiency, and multiculturalism. A diverse and inclusive workforce is essential to creating the robust academic environment in which students and employees thrive.

It is the intent of the Board to establish and maintain within the District and all of its programs and activities a policy of equal opportunity in employment for all persons, and to prohibit discrimination, preferential treatment, or harassment based on sex, age, gender identity, gender expression, race, color, ethnic group identification, national origin, ancestry, religion, mental or physical disability, medical condition, genetic information, pregnancy, marital status or sexual orientation or because an individual is perceived as having one or more of the above characteristics. An equitable and inclusive hiring process, consistent with our culture of care, is essential to improve diversity, reduce barriers to employment, and allow potential applicants the opportunity to demonstrate that they meet or exceed the minimum qualifications for employment.

It is the intent of the Board to implement the requirements of Title 5 (relating to equal opportunity and nondiscrimination in employment), including the various provisions of federal law cited therein, except insofar as the referenced provisions of law have been found to be inapplicable to agencies of the state and their officials.

The Chancellor or designee shall develop for review and adoption by the Board, a program and plan for achieving equal employment opportunity in compliance with California Education Code and Title 5 Regulations adopted by the Board of Governors, and as from time to time modified or clarified by judicial interpretation.

The District will continue to monitor equal employment opportunity and diversity efforts to ensure that the recruitment, screening, selection, hiring, and promotional processes are in accordance with the District's commitment to diversity, equity, and inclusion values along with the policies and principles of EEO.

Nothing in this policy or implementing administrative regulations shall be construed to conflict with or be inconsistent with the provisions of Article 1, Section 31, of the California Constitution (relating to discriminatory preferences) or to authorize conduct that is in conflict with or is inconsistent with such provisions.

Reference:

Education Code Sections 87100, et seq.
California Code of Regulations, Title 5, Sections 53000 et seq.
ACCJC Accreditation Standard 3