



GOVERNING BOARD POLICIES

Chapter 3 General Institution

3420

BP 3420 Equal Employment Opportunity

The Governing 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 diversity in the academic environment fosters cultural awareness, mutual understanding, harmony, and respect, and suitable role models for all students. An equitable and inclusive hiring process 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. The Board, therefore, commits itself to promote the total realization of equal employment through a continuing equal employment opportunity program.

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. The Superintendent/President shall develop hiring procedures driven by inclusivity, diversity, equity, and anti-racism and consistent with the Board's intent described above.

See Administrative Procedure 3420 – Equal Employment Opportunity

References: Education Code Sections 87100 et seq.;
 Title 5 Sections 53000 et seq.;
 ACCJC Accreditation Standard III.A.12

Formerly Governing Board Policy 5100 – Equal Opportunity and Commitment to Diversity in Employment

Adopted: May 10, 1989

Revised and Adopted: April 27, 1993; August 25, 2009

Revised, Renumbered, and Adopted: May 25, 2016

Revised and Adopted: June 23, 2021