

Board Policy 5100

E. Equal Employment Opportunity and Commitment to Diversity

The Monterey Peninsula Community College District is committed to the concept and the principles of equal employment opportunity. To this end, the District will implement a comprehensive program to put that concept and those principles into practice, ~~one that applies to every aspect of education and personnel policies, and to practices in employment, development, advancement and treatment of employees, students and the general public.~~

It is the District's policy to ensure that all qualified applicants for employment and all employees have full and equal access to employment opportunity. To achieve this end, the District will ensure that applicants for employment and all employees are not subjected to discrimination in any program or activity of the district on the basis of ethnic group identification, race, color, national origin, religion, age, sex, physical disability, mental disability, ancestry, sexual orientation, or on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

The District will strive to achieve a workforce that is welcoming to men, women, persons with disabilities and individuals from all ethnic and other groups. Such a workforce will ~~ensure the District provides~~ promote an inclusive educational and employment environment which fosters cooperation, acceptance, democracy and free expression of ideas.

An Equal Employment Opportunity Plan will be maintained to ensure the implementation of equal employment opportunity principles that conform to federal and state laws.

Revised December 2008
Adopted

Reference: Education Code Section 87100 et seq.; Title 5. Section 53000, et seq.