

**General Institution**

1 **BP 3420 EQUAL EMPLOYMENT OPPORTUNITY**

2 **References:**

- 3 Education Code, Sections 87100 et seq.;
- 4 Title 5, Sections 53000 et seq.;
- 5 ACCJC Accreditation Standard III.A.12

6 The Board of Trustees supports the intent set forth by the California Legislature to assure  
7 that effort is made to build a community in which opportunity is equalized and community  
8 colleges foster a climate of acceptance with the inclusion of faculty and staff from a wide  
9 variety of backgrounds. It supports diversity in the academic environment which fosters  
10 cultural awareness, mutual understanding, respect, harmony, and suitable role models  
11 for students. An equitable and inclusive hiring process is essential to improve diversity,  
12 reduce barriers to employment, and allow potential applicants the opportunity to  
13 demonstrate that they meet or exceed the minimum qualifications for employment. The  
14 Board of Trustees will continuously promote equal employment through the District's  
15 Equal Employment Opportunity (EEO) Plan and its equal employment opportunity and  
16 educational programs.

17 The District's Diversity and Equal Employment Opportunity Advisory Committee  
18 (DEEOAC) will develop the District's EEO Plan under the direction of the  
19 President/Superintendent, and with input from all college constituent groups, for review  
20 and adoption by the Board of Trustees. This plan shall comply with the Education Code  
21 and Title 5 requirements that are from periodically modified or clarified by judicial  
22 interpretation. This plan shall be completed no later than the date specified by the state  
23 Chancellor's Office.

24 Office of Primary Responsibility: Vice President, Human Resources

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**Date Adopted:** February 2, 2011  
**Date Revised:** May 10, 2023  
**Date Reviewed:** January 16, 2019  
*(Replaces former Cerritos College Policy 7033)*