

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 3

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. Equal employment opportunity includes not only a process for
17 equal opportunity in hiring, but also practices and processes that create inclusive,
18 respectful work environments.

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

26 Office of Primary Responsibility: Vice President, Human Resources

Date Adopted: February 2, 2011

Date Revised: May 10, 2023; January 15, 2025

Date Reviewed: January 16, 2019