

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.11

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. The Board of Trustees will continuously promote equal employment through
12 the District's Equal Employment Opportunity (EEO) Plan and its equal employment
13 opportunity and educational programs.

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

21 Office of Primary Responsibility: Vice President, Human Resources

Date Adopted: February 2, 2011

Date Reviewed: January 16, 2019

(Replaces former Cerritos College Policy 7033)