



BP 3420

EQUAL EMPLOYMENT OPPORTUNITY

References:

Education Code Sections 87100 et seq.;
Title 5 Sections 53000 et seq.;
ACCJC Accreditation Standard 3

The Board of Trustees supports the intent set forth by the California Legislature to assure that effort is made to build a community in which employment opportunity is equitable and equalized, and community colleges foster a climate of acceptance, with the inclusion of faculty and staff from a wide variety of backgrounds. The Board supports diversity in the academic environment as a means of fostering cultural responsiveness, developing mutual understanding and respect, and providing 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 equal employment through a continuing equal employment opportunity program. Equal employment opportunity includes not only a process for equal opportunity in hiring, but also practices and processes that create inclusive, respectful work environments.

The Superintendent/President shall develop, for review and adoption by the Board, an Equal Employment Opportunity Plan that complies with the Education Code and Title 5 requirements which are modified or clarified from time to time by judicial interpretation. Due to the highly dynamic nature of the law, the Superintendent/President shall consult with legal counsel in implementing this policy and the Plan.

Date Adopted: October 23, 2014

Legal Reference Update #26: April 2015

Reviewed/Readopted: June 14, 2018

Legal Update #38: April 2021

Legal Update #42: April 2023

Legal Update #44: April 2024

Revised/Readopted: March 20, 2025