

## **BP 3420 Equal Employment Opportunity**

### **Reference:**

*Education Code Sections 87100, et seq.;*  
*Title 5, Section 53000, et seq.;*  
*ACCJC Accreditation Standard III.A.12*

The Board supports the intent set forth by the California Legislature to assure that effort is made to build a community in which opportunity is equalized, and community colleges foster a climate of acceptance, with the inclusion of faculty and staff from a wide variety of backgrounds. It agrees that diversity in the academic environment fosters cultural awareness, mutual understanding and respect, harmony and respect, and 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 the total realization of equal employment through a continuing equal employment opportunity program.

The Superintendent/President or designee shall develop, for review and adoption by the Board, a plan for equal employment opportunity that complies with the Education Code and Title 5 requirements as from time-to-time modified or clarified by judicial interpretation. The Superintendent/President or designee shall develop hiring procedures driven by diversity, equity, and inclusion and consistent with the Board's intent described above.

*See Administrative Procedures AP 3420*