

## EQUAL EMPLOYMENT OPPORTUNITY

The District 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, harmony and respect, and suitable role models for all students. Equal employment opportunity includes not only a process for equal opportunity in hiring, but also practices and processes that create inclusive and respectful work and learning environments. The Board therefore commits itself to promote the total realization of equal employment through a continuing equal employment opportunity program.

The Associate Vice Chancellor, Chief Human Resources Officer shall develop, after discussion with appropriate constituent groups, 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.

All such policies will provide employees and students due process opportunities and protections.

Education Code Sections 87100 and following  
Title 5, Section 53000 and following