

**BOARD POLICY 3420 EQUAL EMPLOYMENT OPPORTUNITY**

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 Chancellor 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 Chancellor shall develop hiring procedures driven by diversity, equity, and inclusion consistent with the Board's intent described above.

**References:**

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

Approved by the Board of Trustees: May 8, 2012

Revised and approved by the Board of Trustees: July 28, 2015

Revised and approved by the Board of Trustees: December 14, 2021