

Personnel – General

B. Employment

4006 Faculty and Staff Diversity and Equal Employment Opportunity *

It is the policy of this District to provide equal opportunity in all areas of employment practices and to assure that there shall be no discrimination against any person on the basis of sex, ancestry, age, marital status, race, religious creed, mental disability, medical condition (including HIV and AIDS), color, national origin, physical disability, family or sexual preference status and other similar factors in compliance with Title IX, Sections 503 and 504 of the Rehabilitation Act, other federal and state non-discrimination regulations, and its own statements of philosophy of objectives. The District encourages the filing of applications by both sexes, ethnic minorities, and the disabled.

This District's Staff Diversity and Equal Employment Opportunity Plan shall be adopted by the Board of Trustees as a guideline for use in this District. With this program, the District shall actively seek through recruitment, employment and promotion to bring about a representative distribution among employees as to age, sex, racial and ethnic groups. This will be done in such a manner as to avoid a reduction in the standards of employee performance or discrimination against some persons in order to increase opportunities for others.

This policy extends to all terms and conditions of employment in all job classifications and positions.

The procedure for Reconciliation of Complaints regarding alleged unlawful discrimination is included in the Administrative Rules and Procedures.