

**General Institution**

**BP 3420    EQUAL EMPLOYMENT OPPORTUNITY**

**Reference(s):**

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

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, harmony and respect, and suitable role models for all students. The Board therefore commits itself to promote the total realization of 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 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.

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**Adopted:**    June 16, 2015; Edited November 20, 2017

**Board Reviewed:**    February 18, 2025