
**Kern Community College District
Board Policy
Chapter 3 – General Institution**

BP 3420 Equal Employment Opportunity

References:

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

Note: This Policy is Legally Required

It shall be the policy of the Kern Community College District that equal opportunity to seek, obtain, hold, and advance in employment in the District shall be afforded to all who qualify without discrimination because of *national origin, immigration status, religion, age, gender, gender identity, gender expression, race, ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, or military and veteran status, or because he/she/they is perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.* ~~Race and ethnicity, color, ethnic group identification, ancestry, religion, national origin, sex (gender), sexual orientation, age, and/or physical or mental disability.~~ Appropriate qualifications for the performance of specific duties are the basic criteria for the employment and promotion of personnel.

Additional efforts will be made to recruit, develop, and to promote qualified members of groups that are underrepresented in the District workforce, even if that underrepresentation cannot be traced to particular discriminatory actions on the part of the District. Community colleges of the District shall foster a climate of acceptance, with the inclusion of faculty and staff from a wide variety of backgrounds. The Board of Trustees therefore commits itself to promote the total realization of equal employment through a continuing equal employment opportunity program.

In accordance with State law, the District shall accept complaints filed within one (1) year of the alleged discrimination. See the corresponding procedure (AP 3420) for the guidelines to the complaint process. The District Vice Chancellor and/or his/her/their designee is responsible for ensuring the District complies with rules and regulations adopted in this policy and its corresponding procedure.

The Board supports the intent set forth by the California Legislature to assure that effort
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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. 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.