

Board Policy 3420

Affirmative Action

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. It agrees that diversity in the academic environment fosters cultural awareness, mutual understanding and respect, harmony, and suitable role models for all students. The Board therefore commits itself to promote the total realization of equal employment opportunity through a continuing affirmative action program.

The Superintendent/President shall establish a plan for affirmative action that complies with the Education Code and Title 5 requirements as from time to time modified or clarified by judicial interpretation. The plan shall include:

1. Goals that ensure participation in and commitment to the program by District personnel,
2. Timetables for its implementation,
3. Steps that the District will take in meeting and improving expected representation of qualified members of historically under-represented groups in the administration, faculty, and staff.

Reference:

Education Code Sections 87100, et seq.;
Title 5, Section 53000 et seq.

El Camino College
Adopted: 4/16/01

Replaces Board Policy # 4118