

### **Component 3: Policy Statement**

*References: CCR, Title 5, § 53002*

The Board of Trustees supports the intent set forth by the California Legislature to assure that effort is made to build an equity-minded college community that provides opportunities for all and that fosters a climate of respect for diverse peoples and cultures, that includes all employee groups, 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 suitable role models for all students. The Board of Trustees therefore commits itself to promote the total realization of equal employment through a continuing equal employment opportunity program. Equal employment opportunities include not only a process for equal opportunity in hiring, but also practices and processes that create inclusive, respectful work environments.

The Superintendent/President shall develop, for review and adoption by the Board of Trustees, a plan for equal employment opportunity that complies with the Education Code and Title 5 requirements as modified or clarified by judicial interpretation from time to time.

This Policy Statement aligns with and incorporates by reference the following Board Policies by reference: 3410, Nondiscrimination; 3420, Equal Employment Opportunity; and 7100, Commitment to Diversity.