
**Pasadena Area 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.

The Board of Trustees 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.

The Superintendent/President 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 and from time to time modified or clarified by judicial interpretation. The plan shall include:

- flexible goals that ensure participation in/and commitment to the program by District personnel,
- flexible timetables for its implementation,
- steps that the District will take in meeting and improving expected representation of qualified members of historically underrepresented groups in the administration, faculty, and staff.

Date Adopted: April 2, 2014
(Replaces current PCC Policy 6005)