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**Policy**

**3410 Nondiscrimination**

It is the policy of Yosemite Community College District to provide an environment free of unlawful discrimination. Discrimination on the basis of ethnic group identification, religion, age, sex or gender, sexual orientation, color or physical or mental disability in the District's programs, activities and work environment is unlawful and will not be tolerated by the District.

The District strongly forbids any form of discrimination and has enacted complaint resolution procedures to recognize and eliminate unlawful discrimination.

**References:**

Education Code Section [66250 et seq.](#); [72010 et seq.](#); and [87100 et seq.](#); Title 5 Sections [53000 et seq.](#) and [59300 et seq.](#); Penal Code Section [422.55](#); Government Code Section [12926.1](#) and [12940 et seq.](#); [Accreditation Standard II.B.2.c](#)

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**Adopted:** June 28, 2004

**Revision Adopted:** October 14, 2009



**Policy**

**3420 Equal Employment Opportunity Recruitment and Hiring**

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. The Board therefore commits itself to promote equal employment through a continuing equal employment opportunity program.

The Chancellor shall establish procedures for the recruitment and selection of employees including, but not limited to, the following criteria:

- Diversity in the academic environment, to foster cultural awareness, mutual understanding, respect, and suitable role models for all students.
- An equal employment opportunity plan shall be implemented according to Title 5.

The criteria and procedures for hiring employees shall be established and implemented in accordance with Board policies and procedures and applicable state laws.

**Cross References (see also):**

YCCD Policy 7120 – Recruitment and Hiring

**References:**

Education Code Section [70902\(d\)](#); [87100 et seq.](#); Title 5 Sections [53000 et seq.](#) and [Sections 59300 et seq.](#)

**Adopted:** June 28, 2004

**Revision Adopted:** November 12, 2014



**Policy**

**7100 Commitment to Diversity**

The District is committed to employing qualified administrators, faculty, and staff members who are dedicated to student success. The Board recognizes that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students. The Board is committed to hiring and staff development processes that support the goals of equal opportunity and diversity, and provide equal consideration for all qualified candidates.

**Reference:**

Education Code Section [87100 et seq.](#) , Title 5, Section [53000 et seq.](#)

**Adopted:** June 28, 2004



**Policy**

**7120 Recruitment and Hiring**

The Chancellor shall establish procedures for the recruitment and selection of employees including, but not limited to, the following criteria:

- An equal employment opportunity plan shall be implemented according to Title 5.
- Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors.

The criteria and procedures for hiring academic employees shall be established and implemented in accordance with Board Policies and Administrative Procedures regarding the Academic Senate’s role in local decision making, and also in accordance with all contractual agreements.

The criteria and procedures for hiring classified employees shall reflect job-related selection criteria in accordance with all contractual agreements.

**Cross References (see also):**

YCCD Policy 3420 – Equal Employment Opportunity Recruitment and Hiring

**References:**

Education Code Sections [70901.2](#), [70902\(b\)\(7\) &\(d\)](#), and [87100 et seq.](#); Title 5 Sections [53000, et seq.](#) and [51023.5](#); [ACCJC Accreditation Standard III.A.1](#)

**Adopted:** June 28, 2004

**Revision Adopted:** ~~April 9, 2014~~, March 11, 2015