

BOARD POLICY

4000.4

SOUTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

HUMAN RESOURCES

EQUAL EMPLOYMENT OPPORTUNITY

It is the intent of the Board to establish and maintain within the District and all of its programs and activities a policy of equal opportunity in employment for all persons, and to prohibit discrimination, preferential treatment, or harassment based on sex, age, gender identity, gender expression, race, color, ethnic group identification, national origin, ancestry, religion, mental or physical disability, medical condition, genetic information, pregnancy, marital status or sexual orientation or because an individual is perceived as having one or more of the above characteristics.

It is the intent of the Board to implement the requirements of Title 5 (relating to equal opportunity and nondiscrimination in employment) including the various provisions of federal law cited therein, except “insofar” as the referenced provisions of law have been found to be inapplicable to agencies of the state and their officials.

The Chancellor shall develop for review and adoption by the Board, a program and plan for achieving equal employment opportunity in compliance with California Education Code and Title 5 Regulations adopted by the Board of Governors, and as from time to time modified or clarified by judicial interpretation.

Nothing in this policy or implementing administrative regulations shall be construed to conflict with or be inconsistent with the provisions of Article 1, Section 31, of the California Constitution (relating to discriminatory preferences) or to authorize conduct that is in conflict with or is inconsistent with such provisions.

Reference:

Education Code Sections 87100, et seq.;
California Code of Regulations, Title 5, Sections 53000 et seq.;
ACCJC Accreditation Standard III.A.12

Adopted: 6-25-01 Revised: 5-21-18
Revised: 1-20-04
Revised: 5-23-11