

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
BOARD POLICY MANUAL**

Title: EQUAL EMPLOYMENT OPPORTUNITY AND DIVERSITY	Number: BP 3.02
Legal Authority: Education Code Section 87100 Title 5 California Code of Regulations Section § 53000 et seq. Accreditation Standard III.A.12	

The Board is committed to employing qualified administrators, faculty, and staff members who are dedicated to student success. The Board is also committed to hiring and staff development processes that support the goals of equal opportunity and diversity, and provide equal consideration for all qualified candidates.

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. It agrees that diversity in the academic environment fosters cultural awareness, mutual understanding and respect, 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 Chancellor shall establish an Administrative Procedure to develop, implement, monitor, and revise a plan for equal employment opportunity for review and adoption by the Board that complies with the Education Code and Title 5 of the California Code of Regulations requirements.

Policy Adopted by Board of Trustees: 6/23/05, (revised) 3/24/2016 Revised Policy Recommended by Participatory Governance Council on 12/17/2015
