
Board Policy
Chapter 3 – General Institution

BP 3420 EQUAL EMPLOYMENT OPPORTUNITY**References:**

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

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 and respect, harmony and respect, 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.

The District is committed to the principles of equal employment opportunity. Therefore, the District shall ensure that all qualified applicants for employment and employees have full and equal access to employment opportunities, and are not subjected to unlawful discrimination.

The Superintendent-President or designee 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. The Equal Employment Opportunity Plan will be maintained to ensure the implementation of equal employment opportunity principles that conform to federal and state laws.

Also see AP 3420 Equal Employment Opportunity, BP/AP 3410 Nondiscrimination, and BP/AP 7100 Commitment to Diversity.

Adopted: December 5, 1977

Revised: March 15, 1995; July 28, 2021

(Replaces former LBCC BP 3001)