

EQUAL EMPLOYMENT AND DIVERSITY POLICY

BP 5000

The Governing Board of Cabrillo College is committed to prohibiting discrimination on the basis of race, color, creed, national origin, ancestry, religion, sex, age, sexual orientation, political beliefs or affiliation, marital status or physical or mental disability, in any of Cabrillo's programs and activities.

It is the intent of this policy that Cabrillo College will provide equal employment opportunity (EEO) at all levels and all segments of employment, including but not limited to hiring, promotion, compensation and fringe benefits, and to continue efforts to eliminate discrimination on the basis of those elements described above.

It is further intended that the District shall maintain and update an Equal Employment Opportunity Plan in accordance with guidelines provided by the California Community Colleges Chancellor's Office, and other legal requirements as set forth in federal and state regulations, and provide staff development training in these areas.

It is the responsibility of each supervisor, manager and administrator of the District to enforce this policy, and to be aware of developments in the EEO area. Each college official shall understand and follow the processes and procedures as set forth in administrative regulations related to equal employment opportunity and diversity.

Legal Reference:– Education Code Sections 66270, 66271.1 and 70901; Government Code Sections 11135 – 11139 and 12940; et.seq. Title 5, California Code of Regulations, Section 51010, 53000 – 53034, Title 20, U.S. Code, Section 1681; Title 29, U.S. Code, Section 794; and 12101.

Adopted: April 4, 1988

Revised: February 14, 2000

Revised: June 17, 2003

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