

SOLANO COMMUNITY COLLEGE DISTRICT

CULTURAL DIVERSITY/EQUAL OPPORTUNITY

4290

POLICY:

The Solano Community College District Governing Board values the contributions that a culturally diverse community of students, faculty, staff and administrators provides to all those who are engaged in the advancement of the District's commitment to educational and organizational excellence. The Board continues to value the benefits and intellectual stimulation that occurs when a vibrant interaction and dialog occurs when diverse cultures, abilities, ideas and opinions come together to advance personal learning, achievement and personal and professional fulfillment. Consequently, the Board commits itself to develop policies and procedures that support and advance the District's mission as an institution of higher education.

The Board's intent is to realize the District's mission by supporting equality in employment and educational opportunity. The Board believes that effective recruitment and hiring a diverse faculty and staff coupled with a vigorous outreach effort to recruit a similarly diverse student population are, along with appropriate support services, an important means to encourage cultural diversification of the college and to the enrollment and retention of students.

The Board expressly solicits the cooperation of all district staff in providing an environment conducive to open discussion and free of intimidation, harassment and unlawful discrimination. Through the cooperation and assistance of all district students and staff, the Board assures all employees and applicants have equal opportunity for employment and promotion – regardless of race, color, sex, religion, national origin, age, physical or mental disability, veteran's and marital status, sexual orientation or any other legally protected status mandated by Federal or State law.

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The Board requires that district administrative staff and all agents acting on the Board's behalf to make every effort to ensure that the recruitment, screening, selection, hiring and promotional processes for all employment positions are in keeping with the principles that advance equal opportunity. Additionally, in keeping with support for student success, the Board directs that the principles and spirit of this Cultural Diversity/Equal Opportunity Policy be applied to student admissions, enrollment, financial aid, transfer, curriculum as well as faculty and staff development.

**REFERENCES/
AUTHORITY:**

Title VII, Civil Rights Act of 1964

Federal Executive Order No. 11246 (1965)

Title IX Regulations

The Rehabilitation Act of 1973

The California Fair Employment Practices Act (1959)

California Education Code, Sections 87101, 87202

JGM/zg
BP 4290

ADOPTED:

October 15, 1973

REVISED:

February 20, 1980; December 3, 1980;

November 18, 1981; February 18, 1987

May 3, 2006