

Equal Employment Opportunity Laws, Policies & Procedures

Requirements of Title 5 of the CA Code of Regulations, Section 53000 et seq.

Requires California community college districts to implement robust Equal Employment Opportunity (EEO) programs by establishing policies and plans to promote EEO, including workforce analyses, equity-minded recruitment practices, and strategies to eliminate hiring barriers and discrimination. These regulations mandate annual workforce surveys, equitable screening and selection procedures, and the adoption of district EEO policies to ensure compliance with state and federal anti-discrimination laws.

Requirements of the District's EEO Plan

The EEO Plan should be a District-wide, written plan that implements the District's EEO Program, includes the definitions contained in Title 5 Section 53001 and describes key actions that support the District's compliance with Title 5.

See [Administrative Regulation 3420](#).

Federal Laws & Statutes

[Title VI of the Civil Rights Act of 1964](#)
[Title VII of the Civil Rights Act of 1964](#)
[Equal Pay Act of 1963](#)
[Age Discrimination in Employment Act of 1967](#)
[Title IX of the Education Amendments Act of 1972](#)
[Section 504 of the Rehabilitation Act of 1973](#)
[Title I of the Americans with Disabilities Act of 1990 as Amended](#)
[Genetic Information Nondiscrimination Act of 2008](#)

California State Laws & Statutes

[California Fair Employment & Housing Act, California Government Code 12900, et seq.](#)
[California Government Code Sec. 11135 through 11139.5](#)
[Article I, Section 31 \(a\) of the California Constitution \(Prop 209\)](#)
[California Education Code § 66010.2](#)
[California Education Code § 66030](#)
[Chapter 4.5 of Part 40 of Title 3](#)
[Minimum Qualifications for Faculty and Administrators in the California Community Colleges](#)

District Board Policies and Administrative Regulations

[Board Policy 2431- Superintendent/President Selection](#)
[Board Policy](#) and [Administrative Regulation](#) 3410- Nondiscrimination
[Board Policy](#) and [Administrative Regulation](#) 3420- Equal Employment Opportunity
[Board Policy](#) and [Administrative Regulation](#) 3430- Prohibition of Harassment
[Board Policy](#) and [Administrative Regulation](#) 3433- Prohibition of Sexual Harassment Under Title IX
[Administrative Regulation](#) 3434- Responding to Sexual Harassment Under Title IX
[Administrative Regulation](#) 3435- Discrimination and Harassment Complaints and Investigations
[Board Policy](#) and [Administrative Regulation](#) 3540- Sexual and Other Assaults on Campus
[Board Policy](#) 7100- Commitment to Diversity
[Board Policy](#) 7120- Faculty Hiring
[Administrative Regulation](#) 7120- Tenure Track Faculty Hiring Procedures
[Administrative Regulation](#) 7121- Hiring Procedures for Adjunct Faculty
[Board Policy](#) and [Administrative Regulation](#) 7123- Recruitment and Selection (Classified Employees)

Superintendent/President Dr. Ryan Cornner

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