

STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION

Affirmative Action / Anti-Discrimination

BP 3-120

APPROVED: May 12, 1988
EFFECTIVE: May 12, 1988
REPEALED: September 14, 2000
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REVISED: February 13, 2008
REVISED: April 13, 2016
REVISED: September 8, 2021

REFERENCES: Title VI, Title VII, 1964 Civil Rights Act; Title IX, Education Amendments of 1972; Age Discrimination in Employment of 1967; Section 504 of Rehabilitation Act of 1973; Americans with Disabilities Act of 1990; Vietnam Era Veterans' Readjustment Assistance Act of 1974; Pregnancy Discrimination Act of 1978; Genetic Information Nondiscrimination Act of 2008

APPROVED:

The Honorable S.R. Heath Jr., Chair

Policy Statement

Individuals affiliated with the System or Colleges shall not be subjected to unlawful discrimination and/or harassment on the basis of sex/gender, race, color, age, creed, national or ethnic origin, ancestry, physical or mental disability, veteran or military status, pregnancy status, religion, genetic information, gender identity, gender expression, sexual orientation, or any other protected category under applicable local, state, or federal law (also known as "civil rights laws"), including protections against retaliation and for those opposing discrimination or participating in any grievance process on campus or within the Equal Employment Opportunity Commission or other human rights agencies, in its employment practices or educational programs and activities.

The Board recognizes that the quality of instruction and educational opportunities for all are enhanced when the diversity of the community served is represented in the student population and workforce. The Board also recognizes that women, minorities, veterans and individuals with disabilities have been historically underutilized in the higher education workforce.

Therefore, the System Office and each Community College shall have an Equal Employment Opportunity/Affirmative Action (EEO/AA) Program which promotes practices that support diversity, equity and inclusion of all employees and students.

Scope

This Policy applies to all employees of the Community Colleges within the System and its System Office.

Procedures

The Chancellor shall promulgate procedures necessary to implement this Policy.