

STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION

March 8, 2023

TOPIC: Board Policy 3-120, Equal Employment Opportunity / Affirmative Action

PRESENTED BY:

Christina Cecil, Chief Human Resources Officer

RELATIONSHIP TO THE STRATEGIC PLAN:

Transform our own workforce experience.

EXPLANATION:

The System has reviewed this policy as part of its five-year review cycle. Board Policy (BP) 3-120 removes duplicative language regarding discrimination that is represented in BP 19-60, Prohibition of Discrimination, Harassment and Retaliation. BP 3-120 requires that each college and the system office have an equal employment opportunity/affirmative action program that promotes practices that support diversity, equity, and inclusion of all employees.

The attached BP 3-120 reflects the substantive as well as non-substantive, editorial, or conforming changes. A redline version showing the details of all revisions is available upon request.

RECOMMENDATION:

CCCS Chief Human Resources Officer and Staff recommend the Board approve the re-titling and revisions made to BP 3-120.

ATTACHMENT(S):

BP 3-120 Final