

# BOARD POLICY

4000.4

SOUTH ORANGE COUNTY  
COMMUNITY COLLEGE DISTRICT

PERSONNEL

## EQUAL EMPLOYMENT OPPORTUNITY

It is the intent of the Board to establish and maintain within the District and all of its programs and activities a policy of equal opportunity in employment for all persons, and to prohibit discrimination, preferential treatment, or harassment based on sex (gender), race, color, ethnic group identification, national origin, ancestry, religion, mental or physical disability, medical condition, marital status or sexual orientation or because an individual is perceived as having one or more of the above characteristics.

It is the intent of the Board to implement the requirements of Title 5, Calif. Code of Regulations, Section 53000 et. seq. (relating to equal opportunity and nondiscrimination in employment) including the various provisions of federal law cited therein, except in so far as the referenced provisions of law have been found to be inapplicable to agencies of the state and their officials.

The Chancellor shall develop for review and adoption by the Board, a program and plan for achieving equal employment opportunity in compliance with Calif. Ed. Code and Title 5 Regulations adopted by the Board of Governors, and as from time to time modified or clarified by judicial interpretation.

Nothing in this policy or implementing administrative regulations shall be construed to conflict with or be inconsistent with the provisions of Article 1, Section 31, of the California Constitution (relating to discriminatory preferences) or to authorize conduct that is in conflict with or is inconsistent with such provisions.

If required by federal law, any District affirmative action plan shall be consistent with the provisions of Title 41 of the Code of Federal Regulations.

Adopted: 6-25-01  
Revised: 1-20-04