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BP 7120 RECRUITMENT AND HIRING

References:

Education Code Sections 70901.2, 70902(b)(7) & (d), and 87100 et seq.;
Title 5 Sections 53000 et seq. and 51023.5;
WASC/ACCJC Accreditation Standard III.A.1

The District recognizes that a diverse community of faculty, staff, and administrators promotes academic excellence and creates an inclusive educational and work environment for its employees, contractors, students and the community it serves. It is the District's policy to recruit, employ, value, and support a highly qualified and diverse workforce.

Through the cooperation and with the assistance of all District staff, the Board of Trustees assures that all employees and applicants for positions in the District will have equal opportunity for employment regardless of ethnic group identification, race, color, language, accent, immigration status, ancestry, national origin, political beliefs, age, gender, religion, transgender, sexual orientation, marital status, veteran status, and/or physical or mental disability. Nothing in this section will supersede applicable federal law. (See BP/AP 3410 titled Nondiscrimination, BP/AP 3420 titled Equal Employment Opportunity, and BP/AP 7100 titled Commitment to Diversity)

The District believes the Board of Trustees, administration, faculty, staff, and students share the responsibility of ensuring that District employees are sensitive to, and knowledgeable of, the diverse backgrounds of its staff and students.

The District seeks candidates who meet the following requirements and who are best prepared to meet the needs, interests, and goals of the diverse students served. It is the intent of the District that the sensitivity, knowledge, understanding, and experience that candidates bring with them should bear some relation to the demographics of the student population of the District. All candidates must meet the following three requirements to be qualified for employment in the District.

1. All candidates must demonstrate sensitivity, knowledge, and understanding of the diverse academic, socioeconomic, gender, cultural, disability, and ethnic backgrounds of the students we serve and sensitivity to and knowledge and

understanding of groups historically underrepresented, and groups who may have experienced discrimination.

2. All candidates must demonstrate experience or demonstrated ability integrating equity and diversity into the major duties (as appropriate) outlined in the job description or demonstrates they have equivalent transferable skills to do so.
3. Candidates in the following classifications should demonstrate experience and knowledge in diversity in the areas listed below:
 - For managers and supervisors: supervision, evaluations, recruitment, hiring, student services, program and/or curriculum development, policies and practices, retention of women, ethnic minorities and the disabled, contracting, mentorship, staff development, and meaningful interaction with diverse students and other employees.

The District Chancellor shall establish procedures for the recruitment and hiring of employees including, but not limited to, the following criteria:

- An Equal Employment Opportunity Plan shall be implemented according to Title 5 and BP 3420 titled Equal Employment Opportunity.
- Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors.
- The criteria and procedures for hiring academic employees shall be established and implemented in accordance with board policies and procedures regarding the Academic Senate's role in local decision-making.

The criteria and procedures for hiring classified employees shall be established after first affording the California School Employees Association, Chapter 363 an opportunity

to participate in the decisions under the Board's policies regarding local decision-making.