

METROPOLITAN COMMUNITY COLLEGE

BOARD POLICY

3.05010 BP

EQUAL OPPORTUNITY/AFFIRMATIVE ACTION

3.05010 BP

The district recognizes its responsibility to promote the principles of equal employment opportunity and fair employment practices. The recruitment, employment, transfer, promotion, and termination of personnel shall be made on the basis of qualifications for the position involved without regard to race, color, religion, sex, sexual orientation, age, birth, ancestry, national origin, or disability if such disability would not interfere with a person's ability to perform the essential functions of the job with or without accommodations.

The board, in compliance with the legal statutes and a moral commitment, shall implement a policy to ensure nondiscrimination by establishing a district affirmative action program. The program shall include a plan of action to provide effective representation of minorities and women protected classes as defined by law.

The board shall require an analysis of efforts to ensure a reasonable rate of progress toward the immediate and long-range goals and objectives set forth.

The chancellor shall have the overall responsibility for establishing a district affirmative action program. All district printed matter for public consumption shall bear in a conspicuous position the following inscription: "An Equal Opportunity/Affirmative Action Employer."

All prospective contractors, vendors, and/or bidders, where appropriate, shall comply with laws pertaining to equal opportunity.

Adopted: Board of Trustees
March 13, 1975

Revised: March 22, 1979
Revised: January 11, 1990
Revised: August 25, 2005
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