

**Coast Community College District**  
**BOARD POLICY**  
Chapter 5  
Personnel Policies and Human Resources

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**BP 3421 Equal Employment Opportunity (EEO) Plan Policy Statement**

Legal References:

Title 5, Section 53003

Title 5, Section 53005

The Coast Community College District ("District") is committed to the implementation of an EEO Plan developed according to Title 5 and adopted by the Board of Trustees ("Board"). The intent is to overcome all forms of institutional and/or personal exclusion or discrimination within the District. Each employee is accountable for strict application and enforcement of the EEO Plan within his or her area(s) of authority. It is only through combined efforts that the District will successfully develop and maintain a workforce that is welcoming to all.

The Board supports the intent set forth by the California Legislature to assure continuing good faith efforts are made to build a community of equal opportunity. The goal is to foster a climate of acceptance, with the inclusion of faculty and staff from a wide variety of backgrounds. Diversity in the academic environment fosters awareness, engagement, mutual understanding, respect, increased student success, and better enables students to flourish as citizens of the world. Therefore, the Board commits to promoting the total realization of equal employment through a continuing equal employment opportunity program as outlined in its EEO Plan.

An advisory committee will be established pursuant to Section 53005 of Title 5 of the California Code of Regulations.

Adopted March 3, 2010

Replaces CCCD Policy 050-1-2.1, Spring 2011