

3001.

POLICY ON AFFIRMATIVE ACTION

Reference: Age Discrimination in Employment Act 1967
Title VI of the Civil Rights Act of 1964
Title VII of the Civil Rights Act of 1964
Title IX, Education Amendments Act of 1972
Section 503 and 504 of the Rehabilitation Act of 1973
Assembly Bill 803, Chapter 972, Statutes 1977, Government Code Sections 11135-11139.5
Americans with Disabilities Act of 1990
Title 5, Sections 53000-53052
Assembly Bill 2601, Employment Discrimination: Sexual Orientation
Veteran's Reemployment Rights Act, 38 U.S.C §4301 (1992)

The Long Beach Community College District is committed to conducting its personnel practices in a manner that ensures nondiscrimination in employment, promotion, transfer, and assignment for all persons, regardless of race, religious creed, color, national origin, ancestry, gender, sexual orientation, age (over 40), disability, marital status, medical condition or disability (including AIDS), or obligations to the National Guard or Reserve forces of the United States.

In carrying out this commitment, the District recognizes that efforts of affirmative action and equal employment opportunity, leading to successful recruitment, employment, and promotion of historically underrepresented groups, shall be increased to reflect proportionate representation of the qualified workforce. The intent, however, of this policy is to improve and strengthen the total District human resources program by providing opportunities for equitable consideration of all candidates for recruitment, employment and promotion.

The Superintendent-President of the college is responsible for the overall administration and control of the Affirmative Action Policy and shall report to the Board, on an annual basis, the results achieved.

Adopted: December 5, 1977
Revised: March 15, 1995

