

ADMINISTRATIVE PROCEDURE 3420**EQUAL EMPLOYMENT OPPORTUNITY**

The Equal Employment Opportunity (EEO) Plan is a district-wide written plan that implements the District's EEO Program, includes the definitions contained in Title 5 Section 53001, and complies with all legal requirements as listed in Title 5. The District's EEO Plan will be developed from the Model EEO Plan as provided by the California Community Colleges Chancellor's Office, given local modifications based on legal recommendations from the District legal counsel. The District will comply with implementation timelines of the California Community Colleges Chancellor's Office for the EEO Plan

The EEO Plan and subsequent revisions shall be submitted to the California Community Colleges Chancellor's Office for review and approval as required. The EEO Plan shall cover a period of three (3) years, after which a new or revised plan shall be adopted. The EEO Plan shall be submitted to the Chancellor at least 90 days prior to adoption by the Board of Trustees. Comments received from the Chancellor's Office on the proposed plan, if any, must be presented to the Board of Trustees prior to adoption. The Vice Chancellor of Human Resources (Chief Human Resources Officer) shall have the responsibility and authority for implementing the EEO Plan and assuring compliance with the requirements of this procedure.

The EEO Plan will include, but is not limited to, the following:

- An affirmation that "equal employment opportunity" includes not only a process for equal opportunity hiring, but also practices and processes that create inclusive, respectful work environments.
- The process for ensuring that all District employees are notified of the provisions of the EEO Plan.
- The process for ensuring District Employees who are to participate on screening or selection committees receive appropriate training on the requirements of the applicable Title 5 regulations and of state and federal nondiscrimination laws
- The District EEO Advisory Committee, which assist in the drafting of EEO plan, will be composed of a diverse membership and include members from District stakeholder groups, including, but not limited to, students, faculty, and classified staff. Members of the District EEO Advisory Committee, as well as members of the Board of Trustees, shall receive anti-discrimination training as specified.
- Any discrimination that is detected in the District's hiring practices should be brought to the attention of the Vice Chancellor of Human Resources (Chief Human Resources Officer).
- Complaints shall be filed with the District Office of Human Resources in accordance with the procedure as specified in the EEO Plan.
- The EEO Plan shall be a public record.
- The District shall make a continuous good-faith effort to implement the EEO Plan, achieve employee diversity, and avoid disparate impacts consistent with state and federal law.
- The District has a Faculty Diversity Internship Program.

The Peralta Community College District EEO Plan was adopted for 2022-2025 and can be found at the following website

Also see the following:

BP 3410 Nondiscrimination

AP 3410 Nondiscrimination

AP 3430 Prohibition of Unlawful Harassment

BP 7100 Commitment to Diversity

Analyses and Annual Report of Chancellor (per Title 5 sections 53004 and 53006) [new section]

- The District shall annually collect and continually monitor the demographic data of its employees and applicants for employment in order to evaluate progress in implementing the EEO Plan and to provide data needed for required analyses.
- An annual report to the California Community Colleges Chancellor's Office of this demographic data. The report shall identify each employee as belonging to one of the following seven job categories:
 - executive/administrative/managerial
 - faculty and other instructional staff
 - professional non-faculty
 - secretarial/clerical
 - technical and paraprofessional
 - skilled crafts; and
- service and maintenance. The opportunity for each employee to identify his/her/their gender_(including non-binary options), ethnic group identification and, if applicable, disability. This opportunity must allow for a person to designate multiple ethnic groups with which he/she/they identifies. However, the person may only be counted in one group for reporting purposes.
- Districts shall review the annually collected demographic data to determine if significant underrepresentation of a monitored group may be the result of non-job-related factors in the employment process. For the purposes of this subdivision, the phases of the employment process include but are not limited to recruitment, hiring, retention, and promotion. The information to be reviewed shall include, but need not be limited to:
 - longitudinal analysis of data regarding job applicants to identify whether over multiple job searches, a monitored group is disproportionately failing to move from the initial applicant pool, to the qualified applicant pool; and analysis of data regarding potential job applicants, to the extent provided by the Chancellor of the California Community Colleges, which may indicate significant underrepresentation of a monitored group.

EEO Advisory Committee [per Title 5 section 53005]

- The District shall establish an EEO Advisory Committee; and
- The advisory committee shall be composed of a diverse membership and include members from District stakeholder groups, including but not limited to, students, faculty and classified staff.
- The advisory committee shall receive training in all of the following: applicable Title 5 regulations and of state and federal nondiscrimination laws; the educational benefits of workforce diversity, the identification and elimination of bias in hiring decisions; and the role of the advisory committee in drafting and implementing the District's EEO Plan.

Employment Procedures

Job Analysis and Validation: The Vice Chancellor of Human Resources shall assure that a proper job analysis is performed for every job filled by the District to determine and validate the knowledge, skills, abilities and characteristics an employee must possess to perform the job satisfactorily.

A statement of bona fide essential functions and minimum qualifications shall be developed for all positions.

Job Description: Every job description shall provide a general statement of job duties and responsibilities.

Job specifications shall include functions and tasks; knowledge; skills; ability; and job-related personal characteristics, including but not limited to sensitivity to and understanding of the diverse academic, socioeconomic, cultural, linguistic, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students. Where applicable, job announcements shall also indicate the possibility of meeting minimum qualifications through equivalency, as provided in section 53430.

Recruitment: Recruitment must be conducted actively within and outside of the District work force.

Open recruitment is mandated for all new full-time and part-time positions, except under limited circumstances involving interim hires.

Recruitment must utilize outreach strategies designed to ensure that all qualified individuals are provided the opportunity to seek employment with the District.

Recruitment for administrative and faculty positions (full and part-time) may include advertisement in appropriate professional journals, job registries and newspapers of general circulation; distribution of job announcements to the EEO Registry, K-12 districts, two and four year colleges, and graduate schools where appropriate candidates might be enrolled; recruitment at conferences, fairs, and professional meetings; notices to institutions and professional organizations.

Recruitment for classified positions shall include notice to all District personnel; notice to Employment Development Department; and advertising in area newspapers of general circulation.

Applicant Pools: The application for employment shall afford each applicant an opportunity to identify himself/herself/themselves voluntarily as to gender, ethnicity and, if applicable, his/her/their disability. This information shall be maintained in confidence and shall be used only for research, validation, monitoring, evaluation of the effectiveness of the Plan, or as authorized by law.

An initial applicant pool shall be recorded and reviewed by the Chief Human Resources Officer or designee. All initial applications shall be screened to determine which candidates satisfy job specifications set forth in the job announcement. The group of candidates who meet the job specifications shall constitute the "qualified applicant pool." Before the application deadline for each position closes, the Chief Human Resources Officer or designee shall do an initial demographic review of the qualified applicant pool and if the diversity of the pool is not consistent with the diversity goals of the District's EEO Plan, the District may extend the search period. _

Once the qualified applicant pool is formed, the pool must again be analyzed. If the Chief Human Resources Officer or designee finds that the composition of the qualified applicant pool may have been influenced by factors which are not job related, the District may immediately, and before the selection process continues, consult with legal counsel to determine what, if any, corrective appropriate is required by law.

Screening and Selection: Screening, selecting and interviewing candidates for all positions shall include thorough and fair procedures that are sensitive to issues of diversity.

- Hiring procedures will be provided to the California Community Colleges Chancellor's Office on request.
- All tests conform to generally applicable legal standards for uniformity.
- A reasonable number of candidates are identified for interview.
- Screening and selection committees are developed that are representative of the District community and campus; include administrators, faculty, and classified staff members; include a diverse membership when possible; do not include applicants or persons who have written letters of recommendation.
- Every screening and selection committee includes an individual trained to monitor conformance with EEO requirements. The Vice Chancellor of Human Resources assures that the screening and selection process conforms to accepted principles and practices, including preparation of job related questions in advance; maintains records of screening checklists and rating scales, which shall be signed and kept on file; maintains notes for all interviews and record relevant factual reasons stating why a candidate was not hired or was not invited to interview; and monitors the hiring process for adverse impact.
- Selection shall be based solely on the stated job criteria.
- For faculty and administrative positions, candidates shall be required to demonstrate sensitivity to diversity in ways relevant to the specific position.

If the District determines that a particular monitored group is significantly underrepresented with respect to one or more job categories, the District shall take the following additional steps:

- review its recruitment procedures;
- consult with counsel to determine whether there are other, additional measures that may be undertaken that are required or permitted by law;
- consider various other means of reducing the underrepresentation which do not involve taking monitored group status into account and implement any such techniques that are feasible;
- If significant underrepresentation persists:
- review each locally-established job qualification to determine if it is job related and consistent with business necessity;
- discontinue the use of any non-job-related local qualification; and
- continue using job-related local qualifications only if no alternative standard is reasonably available; and
- consider the implementation of additional measures designed to promote diversity.

Delegation of Authority (in keeping with Title 5 Section 53020)

- The designation of a single person as the “EEO Officer” charged with overseeing the day-to-day implementation of the EEO Plan and programs.
- Processes and responsibilities when the EEO Officer is named in a complaint or implicated by the allegations in a complaint.

Complaint Procedure

Any person may file a complaint alleging the District violated this policy and procedures will have their complaint handled in the same manner as complaints alleging unlawful discrimination. An individual should file a written complaint with the Vice Chancellor of Human Resources. The District shall immediately forward a copy of the complaint to the California Community Colleges Chancellor’s Office, which may require that the District provide a written investigative report within ninety (90) days. The District shall also process complaints that allege unlawful discrimination according to the procedures set forth in AP 3430 Prohibition of Harassment and AP 3435 Discrimination and Harassment Complaints and Investigations.

Job Announcements

All job announcements shall contain a statement in substantially the following form: The District is an equal opportunity employer. The policy of the District is to encourage applications from persons who are economically disadvantaged and individuals belonging to significantly underrepresented groups within the District’s workforce, including ethnic and racial minorities, women, and persons with disabilities. No person shall be denied employment because of ethnicity or race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, color, sex, gender, gender identity, gender expression, age, marital status, sexual orientation, veteran or military status, or political or organizational affiliation.

Dissemination and Revision of the Plan

All managers and supervisors shall be given copies of the EEO Plan as revised from time to time and any guidelines for implementing the Plan. Copies of the Plan shall be provided to the Academic Senate and the exclusive representatives of any units of employees.

Statements of nondiscrimination shall be posted at locations where applications for employment are distributed.

The District’s EEO Plan shall be reviewed at least every three years and submitted to the California Community Colleges Chancellor’s Office for review at least 90 days prior to its adoption by the Board of Trustees. If the California Community Colleges Chancellor’s Office determines that the District’s policies do not comply with Title 5 Sections 59300 et seq., the California Community Colleges Chancellor’s Office may require the District to modify its policies.

Accountability and Corrective Action

The District shall certify annually to the Chancellor of the California Community Colleges that they have timely:

- Recorded, reviewed and reported the data required regarding qualified applicant pools and longitudinal data;
- Reviewed and updated, as needed, the Strategies Component of the District’s EEO Plan;
- Investigated and appropriately responded to formal harassment or discrimination complaints filed pursuant to subchapter 5 (commencing with Section 59300) of chapter 10 of this division; and
- Expended EEO funds in accordance with the purposes set forth in subdivision (c) of Section 53030.

Upon review of the District’s certification, data reports, or any complaint filed under this subchapter, the Chancellor of the California Community Colleges may review the District’s EEO Plan and implementation efforts to assess the institution’s on-going efforts to support diversity and/or a district’s compliance with this subchapter. Where the Chancellor finds that the District’s efforts have been insufficient, the Chancellor will inform the District of specific area(s) of concern, and direct the District to adopt a revised EEO Plan within 120 days. Upon review of the revised EEO plan in the 90-day period before adoption, the Chancellor will either:

- (1) determine the revisions are sufficient, and provide a timetable for any subsequent review of district implementation; or
- (2) determine the revisions are insufficient and direct the district to implement specific strategies and provide a timetable for subsequent review of district implementation.

References:

Education Code Sections 87100 et seq.;
Title 5 Sections 53000 et seq. and 59300 et seq.;
ACCJC Accreditation Standard III.A.12
Government Code Sections 7400 et seq. and 12950 et seq.

Nondiscrimination References for Employment:

Education Code Sections 67100 et seq.;
Title 5 Sections 53000 et seq.;
Government Code Sections 11135 et seq. and 12940 et seq.;
Title 2 Sections 10500 et seq.;
Labor Code Section 1197.5

Approved by the Chancellor: October 21, 2015

Revised and approved by the Chancellor: March 28, 2018

Revised and approved by the Chancellor: May 14, 2021

Revised and approved by the Chancellor: February 8, 2022

Revised and approved by the Chancellor: April 11, 2023

Revised and approved by the Chancellor: June 27, 2023