



**Chaffey
Community
College District**

5885 Haven Avenue
Rancho Cucamonga, CA 91737-3002

**Executive Expectations
Policy Category 3:
General Institution**

Affirmative Action

Date: 7/26/01

Section 3.5

Revised:

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**SHOULD BE SUSPENDED BY THE BOARD;
REVISIONS WILL FOLLOW FROM THE LEAGUE**

3.5 AFFIRMATIVE ACTION

[References: Education Code Sections 87100 et seq. ; Title 5, Sections 53000 et seq.]

3.5.1 Commitment

The Board supports the intent set forth by the California Legislature to assure that effort is made to build a community in which opportunity is equalized. It agrees that diversity in the college environment fosters cultural and racial awareness, mutual understanding, respect, harmony, and suitable role models for all students. The Board further affirms that the active promotion of a diverse environment has pragmatic, legal and ethical benefits for the district and its members. Therefore, the Board commits itself to promote the total realization of equal employment opportunity through a continuing affirmative action program.

3.5.2 Plan

The superintendent/president shall establish a plan for affirmative action that complies with the Education Code and Title 5 requirements as from time to time modified or clarified by judicial interpretation. The plan shall include:

- A. Goals that ensure participation in and commitment to the affirmative action program by district personnel;
- B. Timetables for implementation;
- C. Steps that the district will take in meeting and improving expected representation of qualified members of historically underrepresented groups in the administration, faculty and staff.