CITRUS COMMUNITY COLLEGE DISTRICT
BOARD POLICY

AFFIRMATIVE ACTION

The District Board of Trustees is committed to a policy of Nondiscrimination and Affirmative Action in the recruitment, selection, employment, training, reclassification, promotion and retention of employees.

This policy shall be implemented without regard to race, color, ancestry, national origin, sex, age (over 40), religious creed, marital status, medical condition (including cancer), physical disability (including HIV and AIDS) or mental disability, sexual orientation or military status as a Vietnam-era veteran in any policies, procedures, or practices. It is the stated policy of Citrus Community College District that harassment is prohibited and that regular employees shall not be denied family care leave if eligible under the Fair Employment and Housing Act. All of these categories are protected by the following legislation: Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendment of 1972, Section 504 of the Rehabilitation Act of 1973, the Fair Employment and Housing Act, California Government Code 12900 et seq., and the Americans with Disabilities Act of 1990.

The District shall actively recruit qualified applicants from protected groups for employment consideration. All decisions concerning recruitment, selection, employment, training, reclassification, promotion and retention of employees shall be based on the individual's qualifications for the position. Reasonable job accommodations for individuals with physical or mental disabilities shall be made.

This policy shall be made explicit in the District in appropriate Districts manuals and publications. A nondiscrimination clause shall be included in the following: employment announcements and recruitment materials, student catalogues, schedules and program brochures, staff orientation and reclassification forms, and in contracts with suppliers, vendors, and concessionaires. This policy shall be reaffirmed annually by the Board of Trustees.

Adopted 4/16/73
Revised 4/20/93
7/30/96