

## **Cultural Diversity/Equal Opportunity Policy**

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The Foothill-De Anza Community College District Board of Trustees values the contributions that a culturally diverse community of faculty, staff, and administrators makes to all the students who study at Foothill and De Anza Colleges. The Board of Trustees desires for students and for all district employees an environment where diverse cultures, abilities, and needs are respected and where difference offers stimulating opportunities for learning and personal fulfillment. Therefore, the Board commits itself to develop policies and procedures and to act in such ways as to encourage a positive, harmonious work and learning environment.

With the intent to realize its commitments, the Board of Trustees supports equality in employment and educational opportunity. The Board believes that effective recruitment and hiring of a diverse faculty and staff and a vigorous outreach effort to recruit a similarly diverse student population are, along with appropriate support services, important means to cultural diversification of the college community and to the enrollment, retention, and transfer of all students.

The Board expressly solicits the cooperation of all district staff in providing an environment conducive to open discussion and free of intimidation, harassment, and unlawful discrimination. Through the cooperation and with the assistance of all district staff, the Board of Trustees assures all employees and applicants equal opportunity for employment and promotion--regardless of race, color, sex, religion, national origin, age, disability, status as Vietnam-era veterans, marital status or sexual orientation.

The Board directs the Chancellor and the college presidents to assume responsibility for implementing and communicating the Board's policy and commitment. Every department, division, or organizational unit head shall be responsible for the proper and effective implementation of the District Cultural Diversity/Equal Opportunity Policy. The Board requires that the district administrative staff and all agents acting on the Board's behalf make every effort to ensure that the recruitment, screening, selection, hiring, and promotional processes for all employment positions are in accordance with the principles of equal opportunity. Additionally, in keeping with support for student success, the Board directs that the principles and spirit of this Cultural Diversity/Equal Opportunity Policy be applied to student admissions and enrollment, financial aid, transfer, curriculum, and faculty and staff development.

In compliance with this Board policy and consistent with the regulations embodied in California and Federal Equal Opportunity legislation, the Board directs the staff to develop and to periodically update a Cultural Diversity/Equal Opportunity Plan. In this plan there shall be procedures to insure that there is strict compliance with the Board approved goals and all other aspects of the plan developed by District faculty, staff, and administrators.

*Foothill-De Anza Community College District  
Board of Trustees  
Board Policy Manual*

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