

**San Luis Obispo County Community College District Equal Employment
Opportunity Plan 2018-2021
Reference – 5 CCR §53003(c)(3)**

Contact the Equal Employment Opportunity officer, Melissa Richerson, with questions at
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Equal Employment Opportunity Policy Statement

The San Luis Obispo County Community College District is committed to the principles of equal employment opportunity and will implement a comprehensive program to put those principles into practice. It is the district's policy to ensure that all qualified applicants for employment and employees have full and equal access to employment opportunity, and are not subjected to discrimination in any service, class, or program with regard to, national origin, religion, age, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, or because he/she is perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one of more of these actual or perceived characteristics. The District will provide an environment that fosters cultural competency, cooperation, equity and free expression of ideas. An Equal Employment Opportunity Plan is maintained to ensure the implementation of equal employment opportunity principles that conform to federal and state laws.

Importance of Participation and Responsibility in Ensuring EEO Plan Implementation

The [San Luis Obispo County Community College District Equal Employment Opportunity Plan 2018-2021](#) (EEO Plan) was adopted by the San Luis Obispo County Community College District Board of Trustees on June 6, 2018. The EEO Plan reflects the district's commitment to equal employment opportunity and further underscores the district's dedication to creating a working and academic environment that welcomes all, fosters diversity and promotes excellence. Because of their educational experience in a diverse and inclusive environment, our students will be better prepared to live and work in our increasingly global society. It is the district's belief that taking active and vigorous steps to ensure equal employment opportunity and creating a working and academic environment, which is welcoming to all, will foster diversity and promote excellence.

Summary of the EEO Plan

The EEO Plan contains the San Luis Obispo County Community College District's Policy Statement (noted above) and describes the responsibilities for EEO Plan implementation. The Equal Employment Advisory Committee is the Cultural Diversity and Student Equity Committee. Additionally, the EEO Plan describes the process for filing complaints regarding alleged violations of EEO regulations and the requirement of training of district employees who are to participate on screening or selection committees pursuant to 5 CCR § 53003 (c)(4). Community-based and professional organizations are notified annually of the district's EEO Plan and are encouraged to refer qualified individuals. Finally, the EEO Plan describes the annual analysis of underrepresentation of monitored groups, methods to address underrepresentation of monitored groups and additional measures to further equal employment opportunity.

Locations Where Complete Copies of the EEO Plan is Available

The complete San Luis Obispo County Community College District Equal Employment Opportunity Plan 2018-2021 is available online at:

https://www.uesta.edu/about/documents/hr_docs/eoo/SLOCCCD_EEO_Plan_2018-21.pdf

The EEO Plan is also available in the San Luis Obispo and North County Campus Libraries, on the Human Resources website, on the Accreditation website, in the Office of the Superintendent/President and in each department office.