

**Equal Employment Opportunity Annual Notice
San Luis Obispo County Community College District Equal Employment
Opportunity Plan 2024-2027**

Reference – 5 CCR §53002 & 53003(c)(5)

Contact the Equal Employment Opportunity Officer with questions at hr@cuesta.edu

Equal Employment Opportunity Policy Statement

The San Luis Obispo County Community College District is committed to equal employment opportunity for all. Equal employment opportunity goes beyond the process of hiring, and includes practices and processes that create inclusive, respectful work environments. The San Luis Obispo County Community College District shares the goal of the Board of Governors and California Community Colleges of ensuring equal educational opportunity for all students. By embracing diversity among students, faculty, staff and the community we serve as an integral part of our history, a recognition of the complexity of our present state, and a call to action for a better future. The District acknowledges that institutional racism, discrimination, and biases exist, and our goal is to eradicate these from our practices and processes. Our commitment to diversity requires that we strive to eliminate barriers to equity and that we act deliberately to create a safe, inclusive, and anti-racist environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community.

Importance of Participation and Responsibility in Ensuring EEO Plan Implementation

The [San Luis Obispo County Community College District Equal Employment Opportunity Plan 2024-2027](#) (EEO Plan) was adopted by the San Luis Obispo County Community College District Board of Trustees on May 1, 2024. 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 Plan includes steps that the District will take to support and promote equal employment opportunity in its recruitment and hiring policies and practices and the steps the District shall take in the event of underrepresentation of monitored groups. It contains a longitudinal analysis of the demographic makeup of the District's workforce population and a longitudinal analysis of whether underrepresentation of monitored groups exists. The Plan includes the complaint procedure relating to equal employment opportunity programs; complaint procedures in instances of unlawful discrimination; establishment of an Equal Employment Opportunity Advisory Committee; methods to support equal employment opportunity and an environment which is welcoming to all; and procedures for dissemination of the Plan. In support and success of a growing diverse student population, the District endeavors to hire and retain faculty and staff who are sensitive to, and knowledgeable of, the needs of the continually changing student body it serves.

Location Where a Complete Copy of the EEO Plan Is Available

The complete San Luis Obispo County Community College District Equal Employment Opportunity Plan 2024-2027 is available online at:

<https://www.cuesta.edu/about/documents/collegeplans-docs/2024-college-plans/SLOCCCD-EEO-Plan-2024-27.pdf>