

AFFIRMATIVE ACTION/EQUAL OPPORTUNITY

POLICY

Shoreline Community College is committed to an affirmative action program that complies with all applicable state and federal regulations and ensures equal employment opportunity and non-discrimination for all Shoreline Community College employees and prospective employees. To achieve this objective, Shoreline Community College is committed to recruit, hire, train, and promote qualified persons in all job titles without regard to race, color, creed, religion, national origin, sex, sexual orientation, age, marital status, disability status, or status as a disabled veteran or Vietnam-era veteran.

The administration of the affirmative action program will be conducted so as to further the principle of equal employment opportunity in personnel actions such as compensation, benefits, transfers, layoffs, return from layoffs, company-sponsored training, education, tuition assistance, and social and recreational programs without regard to race, color, creed, religion, national origin, sex, sexual orientation, age, marital status, disability status, or status as a disabled veteran or Vietnam-era veteran.

The College will make every effort to eliminate barriers to equal employment opportunity encountered by these protected group members and improve employment opportunities available to underutilized groups. It is incumbent upon each member of Shoreline Community College's faculty, administration and staff to make a good-faith effort in the execution of this policy.

The President of the College will be responsible for the overall conduct of the affirmative action program.

The Affirmative Action Officer will be responsible for the reporting and monitoring procedures that measure the College's adherence to the program and the good-faith effort toward the realization of program goals and execution of this policy.

Approved by:
Board of Trustees 4/17/81
Revised 4/18/86
Revised 1/23/02
Approved by:
College Cabinet 3/11/86

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The Board of Trustees hereby revises Policy 4111.

Done in Open Meeting by the Board this 23rd day of January, 2002.

Board of Trustees
Shoreline Community College

By: /s/ Sarah Phillips
 Chair of the Board