



EEO Policy Statement and Plan Summary

EEO Policy

Calbright is committed to the principles of Equal Employment Opportunity and has adopted a policy statement setting forth the College's commitment to an EEO plan that is grounded in the principles of diversity, equity, and inclusion. The College will implement a comprehensive program to put those principles into practice. It is Calbright's policy to ensure that all qualified applicants for employment and employees have full and equal access to employment opportunities and are not subject to discrimination in any program or activity of Calbright on the basis of ethnic group identification, race, color, national origin, religion, age, sex, physical disability, mental disability, ancestry, sexual orientation, language, accent, citizenship status, gender expression and identity, parental status, marital status, economic status, veteran status, medical condition, or on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics. Calbright will strive to achieve a workforce that is welcoming to all gender identifications, persons with disabilities, and individuals from all races, ethnic and other groups to ensure Calbright provides an inclusive educational and employment environment. Such an environment fosters openness, cooperation, acceptance, democracy, trust, honesty, and the free expression of ideas.

An Equal Employment Opportunity Plan shall incorporate evidence-based and equity-minded practices into existing recruitment, hiring, retention, and promotion activities to promote equal employment opportunities. The Plan will be regularly reviewed and maintained to ensure the implementation of Equal Employment Opportunity principles that conform to federal and state laws.

Calbright College is committed to nondiscrimination in compliance with all applicable laws including the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the



Rehabilitation Act of 1973 (Sections 503 and 504); the Americans with Disabilities Act of 1990; Executive Orders 11246 and 11375; the Vietnam Era Veterans' Readjustment Act of 1974; the Age Discrimination in Employment Act of 1967; other applicable federal non-discrimination laws, and applicable non-discrimination laws of the State of California, such as FEHA prohibiting discrimination in employment based on protected characteristics that include medical condition, pregnancy, marital status, age, genetic information, military and veteran status, and possessing a driver's license under Vehicle Code section 12801.9.

EEO Plan Summary

Component 1: Introduction to Equal Employment Plan

Component 2: Definitions for key terms used throughout the EEO Plan

Component 3: The District adopted and the Board of Trustees approved EEO policy statement

Component 4: Identification of the District EEO officer and the administrative structure of the delegation of authority

Component 5: Outlines the purpose, composition, and requirements of the EEO Committee

Component 6: Outlines procedure and requirements to file an EEO complaint

Component 7: All district employees and students will be notified of Calbright's Policy and EEO Plan. This component details this commitment.

Component 8: All screening committee members must be trained on the requirements of Title 5 regulations on Equal Employment Opportunity (§53000 et seq.), federal and state non-discrimination laws, Calbright's Equal Employment Opportunity Plan, and Calbright's policies on non-discrimination, recruitment, and hiring.

Component 9: Community-based and professional organizations will be notified about Calbright's EEO plan and efforts to reach out to diverse candidates.



Component 10: Calbright will annually survey the College's workforce composition and monitor applicants for employment on an ongoing basis to evaluate Calbright's progress in implementing the EEO plan and provide data needed for the reports required to determine whether any monitored group is underrepresented.

Component 11: Calbright will utilize yearly data to determine whether monitored groups are underrepresented within district job categories and prepare an annual report regarding opportunities for improvement and evaluation.

Component 12: Contains the district's methods to address the underrepresentation of monitored groups based on what the data indicates.

Component 13: Includes specific pre-hiring, hiring, and post-hiring strategies that will be implemented each year over the life of the EEO Plan.

Questions regarding equal opportunity, nondiscrimination, Title VI, Title IX, Americans with Disabilities Act, Rehabilitation Act of 1973, sexual or unlawful harassment, and compliance may be made as follows:

All Inquiries: eeo-questions@calbright.org

To Report a Concern: <https://www.calbright.edu/report-a-concern/>

See also the Board Policies and Administrative Procedures:

[BP7100 COMMITMENT TO EQUITY, DIVERSITY, AND INCLUSION IN HIRING](#)

[BP 3420 EQUAL EMPLOYMENT OPPORTUNITY](#)

[BP 3400 DIVERSITY, EQUITY, INCLUSION](#)

[AP 7120 RECRUITMENT AND HIRING](#)