

Clatsop Community College

Code: 1.002
Adopted: 11/89
Revised: 12/21/00

AFFIRMATIVE ACTION POLICY

Clatsop Community College recognizes that

where there has been an historically disproportionately low number of ethnic minorities and women hired for positions in the college, an Affirmative Action Plan will be developed to identify and move the College toward a more balanced representation;

staff and student populations which represent the diversity of the region, state, or nation provide a rich cultural perspective to the College and the community;

the purpose of an Affirmative Action Plan is to identify and correct any intentional or inadvertent forms of discrimination which may create barriers for the successful entry or retention of staff and students;

an Affirmative Action Plan is required of institutions which enter into contracts of \$50,000 or more with the Federal government ;

an Affirmative Action Plan will be used to pursue aggressively special efforts to include members of underutilized groups in employment and academic opportunities provided by the College.

Primary responsibility for the success of the College's affirmative action efforts rests with the Board of Directors and the President. In order to ensure this success, the College will establish an Affirmative Action Plan which includes hiring goals and timetables in each job category and recruiting, interviewing and evaluating strategies will be created to implement this Plan. An Affirmative Action/Equal Employment Opportunity Officer will be appointed to recommend, implement, and monitor the Affirmative Action Plan and an Affirmative Action Advisory Committee will be established to assist with the on-going efforts in achieving the College's Affirmative Action goals and timetables.

END OF POLICY

Formerly Policies Nos.6.006 and 4.015

Legal References:

Title XI of the Education Act

Title VI and VII of the Civil Rights Act of 1964, 1991 and their amendments

Age Discrimination in Employment Act of 1967 as amended
Age Discrimination Act of 1975
Americans with Disabilities Act
Equal Pay Act
Section 504 of the Rehabilitation Act
Relevant ORS and OAR sections