



BP 7120 Recruitment and Hiring

References: Education Code Section 70901.2, 70902 subdivisions (b)(7) & (d), 87100 et seq., 87458, and 87604.5
Title 5 Sections 51023.5 and 53000 et seq.;
ACCJC Accreditation Standard 3

Adopted: November 12, 2008
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The District's recruitment and hiring procedures will demonstrate a commitment to diversity, equity, inclusion, anti-racism and accessibility in order to achieve the District's mission and support students in achieving their educational goals. The District's recruitment and hiring procedures will allow the District to engage in diversity hiring that increases the representation of underrepresented communities in the District's workforce. Diversity hiring includes a hiring process that mitigates unconscious bias and eliminates irrational barriers to employment to allow the District to hire the best candidate regardless of the candidate's protected classes. Underrepresented communities consist of individuals holding identities broadly underrepresented in the District's workforce in comparison to their representation in the field or job category within the state of California or nationally in higher education.

An Equal Employment Opportunity (EEO) Plan shall be implemented according to Title 5, Board Policy 3420 Equal Employment Opportunity, and Board Policy 7100 Commitment to Diversity, Equity, Inclusion, Anti-racism and Accessibility. The Superintendent/President will provide the Board with an annual report regarding the EEO plan.

The Superintendent/President shall establish procedures for the recruitment and hiring of employees including, but limited to, the following criteria:

1. The criteria and procedures for hiring academic employees shall be established and implemented in accordance with Board policies and procedures regarding the Academic Senate's role in local decision-making.
2. Academic employee candidates shall possess the minimum qualifications prescribed for their positions by the Board of Governors.
3. The criteria and procedures for hiring classified employees shall be established after first affording the California School Employees Association (CSEA) an opportunity to participate in the decisions under the Board's policies regarding local decision making.
4. All District employees shall demonstrate the ability to work with and serve individuals within the diverse, intersectional community college campus environment.

The Board of Trustees delegates the authority for hiring to the Superintendent/President. The selection of the applicant to be recommended to the Board of Trustees for hire is ultimately the responsibility of the Superintendent/President.

See Administrative Procedure 7120