

Glendale Community College District

**7101**

Board Policy

**AFFIRMATIVE ACTION**

It is the policy of this District to provide all applicants for District employment with equal employment opportunities and to provide present employees with training, compensation, promotion, and all other attributes of employment, without regard to race, marital status, religion, national origin, sex, or age, except where the latter two are essential occupational requirements.

Therefore, this Policy establishes a program of affirmative action in order to assure that all personnel policies relevant to recruiting, hiring, and promoting employees of the Glendale Community College District will guarantee equal opportunities for all minority group persons and women.

This policy will be publicized throughout the District and the community and will be made explicit in all District manuals and publications. A non-discrimination clause will be included in all contracts with suppliers, vendors, concessionaires, and services.

Adopted: 12/11/73

Revised: 3/31/83

**AFFIRMATIVE ACTION RESOLUTION**

WHEREAS Title VII of the Civil Rights Act of 1964 prohibits job discrimination because of race, color, sex, marital status, religion, and national origin; and

WHEREAS The Equal Employment Act of 1972 extended Title VII coverage to public school districts; and

WHEREAS It has been and is the policy of the Glendale Community College District to secure for all individuals freedom from discrimination because of race, color, religion, marital status, sex, age, or national origin.

THEREFORE BE IT RESOLVED that employment in every school and department within the Glendale Community College District be on a totally fair and impartial basis and that no factors of race, color, religion, sex, marital status, age, or national origin are to be considered; and

Glendale Community College District

**7101**

Board Policy

BE IT FURTHER RESOLVED that the Superintendent/President shall be charged with the responsibilities of implementing this policy through the administration of an affirmative action program; and

BE IT FURTHER RESOLVED that all persons, firms, or corporations supplying goods, material, equipment, or service of any kind to the Glendale Community College District shall certify in writing on all bids for contracts that each, as a contractor with the District, will not discriminate against any employee or applicant for employment because of race, color, sex, marital status, age, religion, or national origin.

The above and foregoing resolution is hereby certified.

IN WITNESS WHEREOF, this \_\_\_\_\_ day of \_\_\_\_\_, 200\_\_.

---

President, Board of Trustees Superintendent/President and Secretary of Board of Trustees

Adopted: 12/11/73

Revised: 3/31/83

Renumbered from Board Policy 4030: 02/02/15