

APPENDIX A
BOARD POLICY 3120
DIVERSITY/AFFIRMATIVE ACTION

The Santa Monica Community College District believes that academic quality, evidenced in both teaching and learning, demonstrated by the instructional, library, counseling, and support staff members, and an administration dedicated to quality in teaching and learning, must be the goal of the college as an academic institution. In accomplishing this goal of quality teaching and learning, the college must have a diverse staff and student body reflective of our pluralistic society, for such diversity is an essential component of the learning environment. Diversity within the academic environment provides daily opportunity to foster cultural awareness, knowledge, and sensitivity, to challenge ingrained stereotypes, and to promote mutual understanding and respect. Lessons concerning democratic principles and the richness that ethnic and cultural diversity bring to our national heritage can best be taught by the presence of a diverse staff and student body working toward a common goal.

AB 1725 sets as a goal that by the year 2005, the faculty and staff of the California Community Colleges shall reflect proportionately the state's adult population. Realization of these goals will require the creative imagination, unflagging commitment, and uncompromising effort of every member of the Santa Monica College community, beginning with the Board of Trustees and the Superintendent and President and continuing throughout the administration, faculty, and staff.

The District is committed to a work and learning environment conducive to open discussion and free of intimidation, harassment, or unlawful discrimination, whether purposeful or inadvertent. The Board commits the District to vigorous affirmative action in all aspects of its employment program, including recruitment, selection, assignment, retention, promotion, and transfer, and with respect to all position classifications.

With reference to equal opportunity, the Board also assures that all employees and applicants for employment will be treated equally regardless of race, color, religion, gender, national origin, age, disability, status as a Vietnam-era veteran, sexual orientation, or marital status.

The Board of Trustees, in approving the Diversity/Affirmative Action policy, assumes overall responsibility for the success or failure of the District's effort to achieve its diversity/affirmative action goals. The Board delegates to the Superintendent/President the responsibility for implementing this policy consistent with all applicable provisions of the Education Code and Title 5.