

**Rancho Santiago Community College District**  
**ADMINISTRATIVE REGULATION**  
Chapter 3  
General Institution

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## **AR 3420 Equal Employment Opportunity**

### **Reference(s):**

Education Code Sections 87100 et seq.; Title 5 Sections 53000 et seq. and 59300 et seq.;  
ACCJC Accreditation Standard III.A.11

Board Policy 3420 reflects the District's commitment to ensure equal opportunity and promote the value of having a diverse work force. Diversity in the academic environment fosters cultural, social and civic awareness as well as mutual understanding and respect. The District is committed to the principle of equal employment through a continuing equal opportunity employment program.

The District's policies, regulations, and practices are fully described in the RSCCD Equal Employment Opportunity and Human Resources Plan, which is incorporated into this administrative regulation by reference. This plan is maintained on the RSCCD website and may be viewed through the following link:

<https://www.rsccd.edu/Departments/Human-Resources/Documents/HRC/RSCCD%20EEO%20Plan%20approved%201.12.15.pdf>

**Adopted:** September 21, 2015