

San Diego Community College District Equal Employment Opportunity Plan Plan Component 2: *Policy Statement*

The SDCCD is committed to the principles of equal employment opportunity and will implement a comprehensive program to put these principles into practice. The District is committed to a continuous good faith effort to ensure that all qualified applicants for employment and employees have full and equal access to employment opportunity, and are not subjected to discrimination in any District program or activity on the basis of age, ancestry, ethnicity, color, physical disability, mental disability, pregnancy, gender, gender identity, gender expression, marital status, medical condition, genetic information, national origin, race, religion, sexual orientation, veteran status, military status, or on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

In addition, the SDCCD has an interest in nondiscrimination based on additional factors such as accent, citizenship status, socioeconomic status, and learning disabilities even though students or employees might not be able to make a legal claim of discrimination based on these factors.

The District strives to achieve a workforce that is welcoming to all individuals in legally protected categories to ensure the District provides an inclusive educational and employment environment. Such an environment fosters cooperation, acceptance, democracy, and free expression of ideals. The Plan will be maintained to ensure the implementation of equal employment opportunity principles that conform to federal and state laws.

Please follow the link to view a complete copy of the District's Equal Employment Opportunity <http://hr.sdccd.edu/eo/eoplan.cfm>