

**COLORADO COMMUNITY COLLEGE SYSTEM**  
**SYSTEM PRESIDENT'S PROCEDURE**

**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PROGRAM**  
**("EEO/AA Program)**

SP 3-120b

Effective: March 15, 1990  
Revised: February 10, 1994  
Retitled: September 14, 2000  
Retitled: August 25, 2001

Reference:  
Board Policy on Affirmative Action, BP 3-120

Approved:

S/ Dorothy A. Horrell, System President

Application:

This procedure applies to the Central System Office and the State System Community Colleges.

Basis:

Board Policy specifies that the System shall have an Equal Opportunity/Affirmative Action (EEO/AA) Program which promotes diversity and remedies underutilization of women and minorities in the System.

Procedure:

Consistent with Board Policy BP 3-120, the System hereby establishes the following Equal Employment Opportunity/Affirmative Action Program:

Goal #1: Colleges will take appropriate action to ensure that the racial and ethnic diversity of their student bodies reflects the racial and ethnic diversity of their respective service areas.

Each institution not currently enrolling students consistent with the demographics of its service area will establish its own goals when the disparity is significant, (greater than 5% of total) and develop and implement strategies to accomplish the goal.

Goal #2: Each college shall ensure that its educational services and practices encourage all students to remain at the institution until they have completed their educational objectives.

Each institution shall identify problems with retaining and graduating any identifiable group of students, and develop and implement strategies to resolve these problems.

Goal #3: All colleges shall initiate/maintain activities designed to enhance harmony for all who work and study on campus to improve the quality of educational opportunities for all.

Colleges shall recognize and celebrate diversity through their activities, environment and enrichments to the curriculum.

Goal #4: The composition of the staff at each college and at the System office should reflect the qualified racial and ethnic mix of the area from which applicants are recruited.

Each institution not currently hiring employees consistent with this goal will develop and implement strategies to resolve the underutilization.

Goal #5: Educational services at each college and the employment practices throughout the System should be sensitive to the needs of individuals with physical or mental impairment, and reasonable efforts should be made to accommodate such needs.

College shall identify problems it has with providing access to educational services and employment to persons with disabilities, and develop and implement strategies to resolve them.

Goal: Any others identified by colleges

College presidents shall develop, in consultation with the college community, plans to attain the goals of the System EEO/AA program. These revised plans are to be submitted to the System President on or before April 15, for Board approval at its May meeting. Thereafter, each president will report annually to the System on institutional progress in meeting these goals.

Compliance with this policy and the EEO/AA program developed hereunder shall be a factor for consideration in the evaluation of the performance of System employees pursuant to BP 3-120.

The Board does not have a policy which mandates the use of search committees. If there is a requirement for such committees in college or system staff policies and procedures, the college/system president is hereby authorized to waive such requirement in order to attain the goals and objectives described above.