

## STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION

### AFFIRMATIVE ACTION / ANTI-DISCRIMINATION

BP 3-120

APPROVED: May 12, 1988  
EFFECTIVE: May 12, 1988  
REPEALED: September 14, 2000  
READOPTED: August 25, 2001  
REVISED: February 13, 2008

#### REFERENCES:

Title VI, Title VII, 1964 Civil Rights Act, 42 USC 2000 d and e  
Title IX, Education Amendments, 1972, 20 USC 1681, Sec. 1682  
Age Discrimination in Employment of 1967, 29 USC Sec. 621-634  
Section 504 of Rehab. Act, 1973, 29 USC 794  
Article 34, Title 24, CRS  
Exec Order 11246, 11375 & Rev Order #4 (U.S.)  
Governor's Order on EEO in State Government  
C.R.S. 24-34-402

ISSUED BY:

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Nancy J. McCallin, System President

#### Policy Statement

The System shall not unlawfully discriminate on the basis of race, color, creed, national origin or ancestry, sex, sexual orientation, religion, veteran status, age, or disability.

The Board recognizes that the quality of instruction and educational opportunities for all are enhanced when the diversity of the community served is represented in the student population and workforce. The Board also recognizes that women and minorities have been historically underutilized in the higher education work force.

Therefore, the System shall have an Equal Employment Opportunity/Affirmative Action ("EEO/AA") Program which promotes diversity and remedies underutilization of women and minorities in its System.

#### Scope

This policy applies to all institutions under the governance of the Board and to the central staff.

Evaluation of Affirmative Action

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.

Procedures

The System President shall develop a system-wide EEO/AA Program which includes, but is not limited to, procedures for the filling of non-classified positions.