

53021. Recruitment.

Currentness

(a) Except as otherwise provided in this section, community college districts shall actively recruit from both within and outside the district work force to attract qualified and equity-minded applicants for all vacancies.

§ 53022. Job Announcements and Qualifications.

Currentness

Job announcements shall state clearly the job specifications, and the knowledge, skills, and abilities necessary to job performance. Where applicable, job announcements shall also indicate the possibility of meeting minimum qualifications through equivalency, as provided in section 53430. For all positions, sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, shall be considered a core system competency and job requirement.

CCR § 53024

§ 53024. Screening and Selection Procedures.

Currentness

(a) All screening and selection techniques, including the procedure for developing interview questions, and the selection process as a whole, shall be:

- (1) provided to the Chancellor upon request;
- (2) designed to ensure that for faculty and administrative positions, meaningful consideration is given to the extent to which applicants demonstrate a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students. "Meaningful consideration" means that candidates shall be required to demonstrate sensitivity to diversity in ways relevant to the specific position;
- (3) based solely on job-related criteria; and
- (4) designed to avoid an adverse impact and monitored by the EEO officer to detect and address any adverse impact which does occur for any monitored group.

(b) A district may not designate or set aside positions or job classifications for members of any group defined in terms of ethnic group identification, race, color, national origin, religion, age, gender, disability, ancestry or sexual orientation, or engage in any other practice which would result in discriminatory or preferential treatment prohibited by state or federal law.

(c) Seniority or length of service may be considered only if they are relevant to posted job qualifications.

(d) Selection testing for employees shall follow procedures outlined in the Equal Employment Opportunity Commission's "Uniform Guidelines on Employee Selection Procedures."

(e) Screening committees shall include a diverse membership whenever possible, to ensure a variety of perspectives are included in the assessment of applicants.

(f) Governing boards or their designees shall have the authority to make all final hiring decisions based upon careful review of the candidate or candidates recommended by a

screening committee. The governing board may reject all candidates and order further review by the screening committee, or reopen the position where necessary to further achievement of the objectives of the EEO plan or to ensure equal employment opportunity. However, a consistent pattern of declining to hire qualified candidates from monitored groups against the recommendation of screening committees may give rise to an inference that the selections are not consistent with the objectives of equal employment opportunity that are required by this subchapter.