



Policy

Policy Title: Pursuit of Excellence in Employment Practices **Number:**A4100
Policy Type: Administrative
Responsible: CHRO; ED, Human Resources
Related Policies: B3001, B3003, B3004, A4000, A4200, A4300, A4400, A4500
Linked Operating Standards: [A4100.00](#), [A4100.05](#), [A4100.10](#), [A4100.15](#), [A4100.20](#),
[A4100.25](#), [A4100.30](#), [A4100.35](#), [A4100.40](#), [A4100.45](#),
[A4100.50](#), [A4100.55](#), A4100.60, A4100.65
Related Laws: Title VI, Title VII, FLSA
Related External Standards: none
HLC Criterion: 1C, 2A, 5B

Policy Statement

The College believes that fostering a fair, inclusive, and professional work environment begins with excellence in employment practices. We are committed to actively eliminating discrimination and bias through continuous training and awareness programs and providing equitable career growth and professional development opportunities.

To accomplish these goals, the College will:

1. Promote equitable hiring and advancement opportunities for diverse candidates.
2. Conduct regular pay audits to address and eliminate gender and racial pay disparities.
3. Create and continuously update a mentoring program for new faculty and staff hires.
4. Mandate anti-bias training to support the development of inclusive relationships, especially between mentors and mentees.

To those ends, the College's CHRO is directed to collaborate with the Senior Leadership Team to develop, implement, and continuously improve systems, processes, and practices aimed at ensuring our learning and work environments provide a solid foundation for students, employees, and the community to thrive while complying with all legal and regulatory requirements.

Change Log		Governance Unit: DEIB Council
Date	Description of Change	
10.24.24	Initial Adoption	