

Article 4: Non-Discrimination

- 4.01 EQUAL EMPLOYMENT OPPORTUNITY:** The Board of Trustees of the Sonoma County Junior College District recognizes that diversity in the academic environment fosters cultural awareness, mutual understanding and respect, harmony and creativity, and provides suitable role models for all students. The District is committed to providing equal employment opportunity to all applicants and employees regardless of ethnicity/race, color, sex, age, religion, marital status, disability, sexual orientation, national origin, medical conditions, status as Vietnam era veterans, ancestry, or political or organizational affiliation.
- 4.02 STAFF DIVERSITY/AFFIRMATIVE ACTION POLICY:** Both parties agree to comply with the terms of the current District Staff Diversity/ Affirmative Action Policy Statement.
- 4.03 AMERICANS WITH DISABILITIES ACT:** Both parties agree to comply with the terms of the Americans with Disabilities Act.

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