

**Kern Community College District  
Administrative Procedure  
Chapter 7 – Human Resources**

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**AP 7100 Commitment to Diversity**

**References:**

Education Code Sections 87100 et seq.;  
Title 5 Sections 53000 et seq.

NOTE: This procedure is **legally advised**.

The District is committed to promoting diversity campus wide through its student body as well as its employees. One of the District's core values is diversity and inclusivity. This value states, "We respect and welcome all differences, and we foster equal participation throughout the campus community." The District maintains a commitment to diversity through the recruitment and retention of employees and students that reflect the diversity of the communities served. Every effort is made to initiate and establish specific activities and programs designed to meet the District's diversity goals and objectives, to foster equal participation, and to ensure a campus climate that welcomes and respects differences.

The District demonstrates its commitment to diversity by complying with all federal, state, and local laws and regulations regarding equal employment and nondiscrimination in employment, and by maintaining an Equal Employment Opportunity Plan. It also maintains a Student Equity Plan that addresses issues related to the recruitment of students (access to educational opportunities) and their academic environment.

Also see BP/AP 3410 titled Nondiscrimination, BP/AP 3420 titled Equal Employment Opportunity, and AP 3435 titled Discrimination and Harassment Investigations.