



Diversity

General

Policy Number: 1070

1.0 PURPOSE

Columbia Basin College (“CBC” or the “College”), both as a public institution of higher education and as an employer, recognizes its responsibility in providing cultural and social leadership and to uphold the laws of the United States and the State of Washington regarding non-discrimination. In that regard, the fostering and developing of values that promote open mindedness, awareness, sensitivity and respect for differences include perspectives of those of a different race, sex, sexual orientation social class or disability will be encouraged and is a fundamental role of CBC. Confirmed violations of this Policy by any student or academic, classified or administrative employee may lead to corrective discipline including suspension and dismissal.

2.0 AUTHORITY & SCOPE

2.1 Authority: N/A

2.2 Scope: All CBC Students and Employees.

3.0 DEFINITIONS

3.1 N/A

4.0 DIVERSITY POLICY

Prejudice and bigotry, including racism, sexism and any other bias that creates barriers, perpetrates stereotypes or promotes ignorance, is contrary to the mission and obligations of CBC and has no value or place in this academic community.

The CBC Board of Trustees (Trustees) are committed to providing equal opportunity to applicants and employees without regard to race or ethnicity, creed, color, national origin, gender, marital status, sexual orientation, age, religion, or disability.

The Trustees are equally committed to an affirmative action mode to increase the numbers of American Indians/Alaskan Natives, Asian/Pacific Islanders, Blacks, Hispanics, women, persons age 40 and over, persons with disabilities, disabled veterans and Vietnam Era veterans in positions where it is determined that CBC is under-utilized, using the availability data from the area in which CBC recruits.

5.0 FORMS & OTHER RESOURCES

N/A

6.0 HISTORY & POLICY CONTACT

6.1 Originated: 06/1994

6.2 Revised: 12/1998, 03/2006, 01/2023

6.3 Proposal Date: 06/1994

6.4 Policy Review N/A

6.5 Promulgation Date: N/A

6.6 Responsible Administrator: Vice President for Human Resources & Legal Affairs