

Title	: Equal Employment Opportunity (EEO) Regulations and Affirmative Action Plan (AAP)	
Number	:	4020.07
Approved	:	03/22/17
Reference	: A.R.S. §38-502; GCCCD 4020.02, 4690.00, 4700.00, 4700.01	

Objectives

The objectives of the Graham County Community College District's EEO and AAP are to implement the policies established by the District Governing Board, and in so doing:

1. Achieve and maintain at all staff levels, qualified representative numbers of those minority groups that are characteristic of the College District.
2. Achieve and maintain a degree of employment opportunity for qualified females, on every staff level, comparable to that of qualified males.
3. Give equal pay for equal work to all College employees.
4. Avoid discrimination on the basis of age in employment policies, except as required by public law.
5. Avoid discrimination on the basis of handicap in employment policies, except as required by conditions of employment.

Personnel

The following individuals have been assigned administrative responsibility for EEO/AAP:

1. Equal Employment Opportunity Officer--College President
2. Equal Employment Opportunity Coordinator--Appointed by the College President

Responsibilities

1. Equal Employment Opportunity Officer--College President

The President of Eastern Arizona College is the Equal Employment Officer of the District. He/She has responsibility for a continuing, affirmative, aggressive, and imaginative action for full implementation of EEO/AAP as it pertains to all employees of the District.

2. Equal Employment Opportunity Coordinator--Appointed by the College President

The Coordinator is in charge of program evaluation; determining weaknesses and how to overcome them; and assisting the President, Vice Presidents, Deans, Department/Division Chairs, Directors, Supervisors and Managers achieve desired outcomes. The Coordinator has direct access to the President of the College and consults with the President periodically concerning program progress and challenges.

