



## **BP 7120 Recruitment and Hiring**

### **References:**

NWCCU Standard 2.F.1, 2.F.3

The College President shall establish procedures to recruit and select faculty, staff, and administrators who are dedicated to student success and have a clear understanding of and commitment to the mission, vision, and values of the College in accordance with College policies and procedures and/or requirements of any applicable Collective Bargaining Agreement.

In order to promote student learning within a culture of equity and inclusion, successful candidates must demonstrate through a series of pre-qualifying and interview questions that they have an understanding of how to work well with individuals from a broad range of backgrounds and needs. This includes, but is not limited to, individuals with disabilities and those with diverse academic, socio-economic, cultural, racial and ethnic backgrounds. There will be no discrimination or harassment on the grounds of race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, marital status, age (18 years of age and older), disability, expunged juvenile record, or familial status. Oregon law defines race to include “physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles” as defined in ORS 659A.001.)

Employees shall possess the minimum qualifications prescribed for their positions by federal law, state law, and/or College policies/procedures.

The Board of Education must be advised of any employment candidate who inadvertently or willfully misrepresents any information on their application or during any interviews specific to the application or fails to notify CCC of a change in status from what is on their application or disclosed during any interviews specific to the application within one week of that change. The President must inform the Board of Education of the misrepresentation before hiring the candidate, but it does not preclude the President from hiring that candidate after informing the Board.

**END OF POLICY**

President’s Cabinet Approval Date: July 21, 2021

College Council Approval Date: May 27, 2021

Board Adoption Date: October 12, 2021

Last Revised (Joint Policies and Procedures Committee): May 13, 2024

Last Revised (Board): July 11, 2024

Rescinds: 4.005 Personnel Policy Goals