

**Title: Affirmative Action Policy**

- Initial Action: 9/28/16
- Board Resolution 20-015
- Last Revised
  - Policy: 2/5/2020
  - Procedure: 2/5/2024
- Last Reviewed: 2/5/2024
- Effective: 2/27/2020
- Next Review: February 2027
- Responsibility: Executive Director of Human Resources

**Policy**

Cecil College takes affirmative action, within legal and regulatory guidelines to employ, retain, advance, and eliminate bias toward minorities, women, protected veterans and individuals with disabilities.

**Procedure:**

Cecil College takes proactive steps to diversify applicant pools, develop internal talent among underrepresented groups, and provide a culture of inclusion. The Office of Human Resources regularly reviews its hiring, development, and promotional practices and results to assess the success of its affirmative action efforts and determine if changes are necessary.