

FORM OF ORDER AND TRANSMITTAL BY BOARD, COMMISSION, OR COUNCIL

State of Washington

Board of Trustees  
(name of governing body)

Bellevue Community College, Community College District VIII  
(name of institution)

Resolution No. 182

Administrative Order No. 97

(1) Be it resolved by the board of Trustees  
of the Bellevue Community College, Community College District VIII  
(institution)  
acting at 3000 Landerholm Circle SE, Bellevue WA 98007  
(place)

that it does adopt the annexed rules relating to: Affirmative Action Policy of Community College District VIII

REPEALING: Chapter 132H-148, Sections 020 through 100

ADOPTING: Chapter 132H-148, Section 010

(2) ALTERNATIVE A. Use only for Adoption of Permanent Rules.

This action is taken pursuant to Notice No. 88-20-002  
filed with the code reviser on 9/22/88. These rules shall take effect:  
 thirty days after they are filed with the code reviser pursuant to RCW 28B.19.050(2).  
 at a later date, such date being \_\_\_\_\_

(2) ALTERNATIVE B. Use only for Adoption of Emergency Rules.

We, \_\_\_\_\_, find that  
an emergency exists and that this order is necessary for the preservation of the public health, safety, or general  
welfare and that observance of the requirements of notice and opportunity to present views on the proposed action  
would be contrary to public interest. A statement of the facts constituting the emergency is:

These rules are therefore adopted as emergency rules to take effect upon filing with the code reviser.

(3) Pursuant to the requirements of WAC 1-13-040<sup>1</sup> that each order shall set forth an appropriate statement  
of state statutory authority fill in statement (a), (b), or (c) as appropriate:

- (a) This rule is promulgated pursuant to RCW \_\_\_\_\_  
and is intended to administratively implement that statute.
- (b) This rule is promulgated pursuant to RCW \_\_\_\_\_  
which directs that the

\_\_\_\_\_ (institution)  
has authority to implement the provisions of \_\_\_\_\_  
(name of act or RCW citation)

- (c) This rule is promulgated under the general rule-making authority of the  
Community College District VIII, Bellevue Community College  
(institution)  
as authorized in RCW 28B.50.140

(4) The undersigned hereby declares that the institution has complied with the provisions of the Open Public  
Meetings Act (chapter 42.30 RCW), the Higher Education Administrative Procedure Act (chapter 28B.19 RCW),  
and the State Register Act (chapter 34.08 RCW) in the adoption of these rules.

(5) This order after being first recorded in the order register of this governing body is herewith transmitted to  
the Code Reviser for filing pursuant to chapter 28B.19 RCW and chapter 1-13 WAC.

APPROVED AND ADOPTED November 8, 1988, 19

By Richard S. White  
Richard S. White  
President

Title

NOV 14 1988  
CODE REVISER'S OFFICE  
WSR 88-23-051

**NOTE:**

<sup>1</sup>Pursuant to WAC 1-13-040, each rule-making order adopted by an institution of higher education shall incorporate the most specific, but in no case omit all of the following language alternatives when adopting or amending rules:

(a) The most specific reference shall be to a section of law which the rule is implementing, and shall be quoted as follows: "This rule is promulgated pursuant to RCW \_\_\_\_\_ and is intended to administratively implement that statute."

(b) The next specific reference, and one which shall be used only if paragraph (a) of this subsection is not applicable, shall be to that portion of an act which directs an agency to adopt rules and regulations as necessary to implement the act, and shall be quoted as follows: "This rule is promulgated pursuant to RCW \_\_\_\_\_ which directs that the (agency) has authority to implement the provisions of (name of act or RCW citation)."

(c) The least specific reference, and one which shall be used only if paragraphs (a) and (b) of this subsection are not applicable, is one which indicates that the rule is promulgated under the agency's broad rule-making authority—either in the agency enabling legislation or chapter 34.04 RCW, and shall be quoted as follows: "This rule is promulgated under the general rule-making authority of the (agency) as authorized in RCW \_\_\_\_\_."

STATE OF WASHINGTON  
FILED  
MAY 14 1988  
CODE REVISOR'S OFFICE  
WSR

STATE OF WASHINGTON  
COMMUNITY COLLEGE DISTRICT VIII  
BELLEVUE, WASHINGTON

RESOLUTION NO. 182

ADMINISTRATIVE ORDER NO. 97

A RESOLUTION RELATING TO repealing sections of Chapter 132H-148, Affirmative Action Policy of Community College District VIII and adding a new section as Permanent Rules for this chapter.

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT VIII, STATE OF WASHINGTON:

WAC 132H-148-020 through WAC 132H-148-100 is hereby repealed.

WAC 132H-148-110 is hereby added.

APPROVED AND ADOPTED November 8, 1988.

BOARD OF TRUSTEES

Henry Seidel  
Henry Seidel, Chairman

Richard Sonstelie  
Richard Sonstelie, Vice-Chairman

Absent  
George Northcroft, Trustee

Evelyn C. Kest  
Evelyn C. Kest, Trustee

Carol James  
Carol James, Trustee

ATTEST:

Phyllis C. Hudson  
Phyllis C. Hudson  
Secretary, Board of Trustees  
Community College District VIII

REPEAL OF SECTIONS (repealing Order 3, filed 9-5-72)

REPEAL WAC 132H-148-020 through WAC 132H-148-100.

REPEAL OF SECTION (Repealing Order 36, filed 10-7-75)

REPEAL WAC 132H-148-040

NEW

WAC 132H-148-110 EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY. Bellevue Community College is an equal opportunity employer committed to providing equal opportunity and nondiscrimination to applicants and employees without regard to race or ethnicity, creed, color, national origin, sex, marital status, sexual orientation, age, religion, the presence of any sensory, mental or physical disability or whether a disabled or Vietnam era veteran. The College is equally committed to take affirmative action to increase the numbers of Asians, Blacks, Hispanics, Native Americans, women, and persons between the ages of 40 and 70, persons of disability and disabled and Vietnam era veterans in positions where it is determined they are underutilized. The College will make every effort to eliminate barriers to equal employment opportunity encountered by these protected group members and improve employment opportunities available to underutilized groups. The following are specific goals within the policy: (1) The College will recruit, hire, train and promote individuals in all job classifications solely upon their qualifications and ability or potential ability to do the job, and shall consider race, religion, color, national origin, sex, age, physical, mental or sensory disability or whether a disabled veteran or a veteran of the Vietnam era only when such is a bona fide occupational qualification.

(2) All other personnel actions such as compensation, benefits, layoffs, return from layoffs, terminations, college-sponsored training, education, tuition assistance, social and recreational programs will be administered without regard to race, religion, color, national origin, sex, age, physical or sensory disability, sexual preference or whether a disabled veteran or a veteran of the Vietnam era.

(3) Numerical goals will be set in areas where protected classes are determined to be underutilized. The College will make every good faith effort to meet these goals within the timetables set for them.

(4) The President is charged with the overall responsibility for assuring that the Equal Employment Opportunity/Affirmative Action Policy is administered effectively and is granted the authority to exercise the responsibility. It is incumbent upon each member of the Bellevue Community College faculty, administration, and staff to make a good faith effort in the execution of this policy.