

TRANSMITTAL OF RULES ADOPTED BY INSTITUTION OF HIGHER EDUCATION

FROM: Community College District VIII
(Name of Institution)

TO: CODE REVISER
LEGISLATIVE BLDG. (Southwest Corner, Ground Floor)
OLYMPIA 98504

The enclosed rules Permanent rules , being Order No. 36
Emergency rules
relating to (Name of rules or description of subject matter)

Amendment to Affirmative Action Policy of Community College District VIII

(ALTERNATIVE A. Use only for adoption of permanent rules)

pursuant to Notice No. 5437 (1) filed with the code reviser
on 9-3-75 (2) were regularly adopted as permanent rules of
(date) Bellevue Community
this institution at College on 10-7-75 and are herewith
(place) (date)
filed in the office of the code reviser pursuant to chapter 28B.19
RCW. The effective date of such rules shall be _____ (3)

(ALTERNATIVE B. Use only for adoption of emergency rules)

pursuant to its finding in the attached administrative order,
that the immediate adoption of these rules 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 the
public interest, were regularly adopted as emergency rules of this
institution at _____ on _____ and
(place) (date)
are herewith filed in the office of the code reviser pursuant to
chapter 28B.19 RCW.

The undersigned hereby certifies that the requirements of chapter
28B.19 RCW and of the Open Public Meetings Act of 1971, chapter
42.30 RCW have been fulfilled.

Dated this 7th day of October 1975.

STATE OF WASHINGTON
FILED
OCT 10 1975
CODE REVISER'S OFFICE
DOCKET # 105 FILE # 1

Community College District VIII
(INSTITUTION)
Merle E. Landerholm
By Merle E. Landerholm
Secretary, Board of Trustees
Title

- ① Notice number as appears on the copy of notice returned to you by reviser's office (if proceedings were continued, use no. of last notice)
- ② Stamped date as appears on the copy of notice returned to you by reviser's office (if proceedings were continued, use date of last notice)
- ③ Unless a later date is specified in this order or is prescribed in another statute, rules are effective 30 days after filing:
RCW 28B.19.050(2). Leave this space blank except in such special cases.

STATE OF WASHINGTON
COMMUNITY COLLEGE DISTRICT VIII
BOARD OF TRUSTEES

RESOLUTION NO. 70

Administrative Order 36

A RESOLUTION relating to the amendment of permanent rules - Affirmative Action Policy of Community College District VIII.

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

WAC 132H-148-040 Affirmative Action Committee is hereby amended.

Approved and adopted October 7, 1975.

BOARD OF TRUSTEES


Neil L. McReynolds, Chairperson


Delores E. Teutsch, Vice-Chairperson

Absent
C. W. Duffy, Member

Absent
Roy S. Peterson, Member


Claire Thomas, Member

ATTEST:


Merle E. Landerholm
Secretary, Board of Trustees

WAC 132H-148-040 AFFIRMATIVE ACTION COMMITTEE. The President of Bellevue Community College will appoint an Affirmative Action Committee whose composition is at the discretion of the President.

The Board of Trustees reiterates its commitment to equal employment opportunity in Community College District VIII and charges the Affirmative Action Committee with the responsibility of formulating departmental and job classification goals to aid in implementation of its affirmative action program. The committee's major responsibility will be to oversee and evaluate effectiveness of the college's affirmative action program.

(1) The Affirmative Action Committee will determine that all personnel charged with the responsibility for recommending minority groups and females are actively complying with the affirmative action policy.

(2) In conjunction with the Affirmative Action Administrator, the Affirmative Action Committee shall be responsible for setting goals and time tables on a department and job classification basis for employment in Community College District VIII.

These goals and time tables should be attainable in terms of the deficiency analysis prepared by the Affirmative Action Administrator, and the employment possibilities at the college. These goals may not be rigid and inflexible quotas which must be met, but must be targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work.

These departmental and job classification goals shall be based upon the requirements for establishment of goals and time tables and Revised Order No. 4, CFR Section 60-2.12.

These goals shall be designed to correct identifiable deficiencies and should be significant, measurable and attainable. Following an analysis of the deficiencies on a departmental and job classification basis, in some areas numerical or percentage goals may be considered relevant. In these cases, the Affirmative Action Committee shall develop such numerical and percentage goals based upon Section 60.2.11 of Revised Order No. 4.

The periodic setting of goals and time tables by the Affirmative Action Committee shall be considered an integral part of this affirmative action program, and these goals and time tables shall be considered as incorporated into this affirmative action program of Community College District VIII.

(3) In conjunction with the Affirmative Action Administrator, the Affirmative Action Committee shall examine the progress of minority and female hiring on a departmental basis and determine in what areas these goals have not been met.

(4) The Affirmative Action Committee shall have the responsibility for developing goals and evaluating the progress of the affirmative action program in Community College District VIII. The primary responsibility for implementation and effectiveness of the affirmative action program in Community College District VIII lies with the Affirmative Action Administrator, and it is the administrator's responsibility to secure cooperation from all supervisory personnel in fulfilling the goals and time tables established by the Affirmative Action Committee.

(5) The Affirmative Action Committee shall explore areas of unintentional discrimination and communicate these to the President for remedying.

(6) The Affirmative Action Committee shall be responsible for the formulation of plans to include minority groups and females in job categories not presently filled by members of the categories.