

Procedure IV.4005.C.a, Equal Employment Opportunity

Associated Policy

Policy IV.4005.C, Equal Opportunity Institution

Procedures

The San Jacinto College District is committed to equal employment opportunity and will provide mandatory training to all newly hired employees on College policies and state and federal laws that prohibit discrimination, including sexual harassment, no later than thirty days after the date of hire. Mandatory training for all employees on College policies and procedures that prohibit discrimination, including sexual harassment, will be conducted annually. The training required in this section will be provided in a manner that complies with state and federal law, including, but not limited to, Section 51.3525 of the Texas Education Code, Section 21.010 of the Texas Labor Code, and the Texas Administrative Code, Chapter 40, Section 819.24.

The Chancellor has delegated to the Vice Chancellor of Human Resources, Organizational and Talent Effectiveness the responsibility to coordinate implementation of the Equal Opportunity program within the San Jacinto College District and to coordinate efforts to comply with Section 504 of the Vocational Rehabilitation Act of 1973, Title IX of the Education amendments of 1972, American's with Disabilities Act, Title VI program (49 C.F.R. part 21 and 49 C.F.R. part 303), and other state or federal laws and regulations in these areas.

Further, the Chancellor has designated the Vice Chancellor of Human Resources, Organizational and Talent Effectiveness with the responsibility of monitoring compliance and investigating complaints alleging violation of this policy.

Date of SLT Approval	March 24, 2026
Effective Date	May 5, 2026
Associated Policy	Policy IV.4005.C, Equal Opportunity Institution
Primary Owner	Vice Chancellor, Human Resources, Organizational and Talent Effectiveness
Secondary Owner	Vice President, Human Resources