





**C. Authority for Program Development and Compliance**

1. Systemwide

The chancellor shall be responsible for providing systemwide leadership in the effective adoption and implementation of nondiscrimination policies and affirmative action programs.

2. Campus

The president or his/her designee at each campus shall be responsible for the development and implementation of that campus' nondiscrimination policies and affirmative action programs. This includes, but is not limited to: promulgating the affirmative action programs and nondiscrimination policies (including policies for providing reasonable accommodations), communicating the programs and policies to the campus community, conducting employee training on the nondiscrimination, equal employment and affirmative action obligations of CVC, and designing an administrative support structure that facilitates compliance with all applicable federal and state laws, regulations and CVC policies. The training mentioned in this paragraph should, but is not limited to: the types of discrimination (including sexual harassment, race, ethnic, national origin, sex, and disability discrimination), the methods of reporting discrimination, and the respective responsibilities of management and staff in reporting, investigating and resolving discrimination complaints. It is recommended that training be provided to all new employees shortly after their start dates and periodically thereafter. It is further recommended that information contained in the training be made accessible for reference by current employees annually.

  
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Charles B. Reed, Chancellor

Date: October 31, 2003