

## **BP 7120 Recruitment and Hiring**

### **References:**

- Previous BP 300
- OCAA BP 7120
- TBCC AR 300.1
- TBCC AR 300.2
- NWCCU Standard 2.F.1, 2.F.3

The Tillamook Bay Community College recruitment and hiring procedures will demonstrate a commitment to diversity, equity, and inclusion in order to achieve the college's mission and support students in achieving their educational goals. The college's recruitment and hiring procedures will allow the college to engage in diversity hiring, to the extent permitted by law that increases the representation of underrepresented communities in the college's workforce. Diversity hiring includes a hiring process that mitigates unconscious bias and eliminates irrational barriers to employment to allow the college to hire the best candidate regardless of the candidate's protected classes. Underrepresented communities consist of individuals holding identities broadly underrepresented in the college's workforce in comparison to their representation in the field or job category within the State or nationally in higher education.

The college maintains established procedures for the recruitment and selection of employees. These procedures include, but are not limited to, the following criteria: Job Descriptions, Publicizing Vacancies, Search Committee Selection, Applicant Screening, Interviews, Background Checks, Reference Checks, Offer, Hire, and New Employee Onboarding.

It is the policy of Tillamook Bay Community College and its Board that there will be no discrimination or harassment on the grounds of race, color, sex, marital status, sexual orientation, religion, national origin, age, disability, height/weight ratio, organizational affiliation, or political affiliation in any educational programs, activities or employment.

**Adopted:** 6/23

NWCCU Standards Updated 5/20