
AGENDA ITEM 8533

December 1, 2008

SUBJECT: Ratification of EEOC Conciliation Agreement

RECOMMENDATION

That the Board of Trustees ratify the Conciliation Agreement entered into with the Equal Employment Opportunity Commission.

RELATED BOARD POLICY OR PLANNING PRIORITY (Directive/Goal/Action Plan)

This item is consistent with the Board Policy C-7 Legal Counsel; and F-1 Equal Employment Opportunity/Affirmative Action.

RATIONALE

An applicant for employment filed a discrimination charge with the U.S. Equal Employment Opportunity Commission (EEOC). An investigation ensued and the Commission found reasonable cause of discrimination in the application process.

ACC's legal representative entered into negotiation with EEOC and the law firm representing the applicant. The parties agreed to a Conciliation Agreement. It was signed on November 13, 2008. The agreement required payment immediately upon signing the Agreement. Therefore, the Administration is recommending ratification of the signed Agreement.

BUDGETARY CONSIDERATION

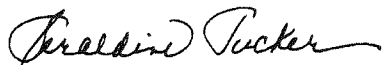
The Conciliation Agreement provides for the payment of \$25,000.

RESOURCE PERSONNEL

Ben Ferrell, Executive Vice President, Business Services
Gerry Tucker, Vice President, Human Resources

ATTACHMENT(S)

Respectfully Submitted By:



Gerry Tucker, Vice President, Human Resources



Stephen B. Kinslow, President/CEO