BP 3410  Non-discrimination

Reference:

Education Code Sections 66250, et seq. 72010, et seq. 87100 et seq.;
Title 5, Sections 53000, et seq., 59300 et seq.; Penal Code Section 422.55;
Government Code 129261.1, 12940, et seq.

The District is committed to equal opportunity in educational programs, employment, and all access to institutional programs and activities.

The District, and each individual who represents the District, shall provide access to its services, classes, and programs without regard to age, race, religion, creed, color, national origin, ancestry, medical condition, disability, sex (i.e., gender), marital status, or sexual orientation, physical or mental disability or because he or she is perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

The President of the College shall establish administrative procedures that ensure all members of the college community can present complaints regarding alleged violations of this policy and have their complaints heard in accordance with the Title 5 regulations and those of other agencies that administer state and federal laws regarding nondiscrimination.

No District funds shall ever be used for membership, or for any participation involving financial payment or contribution on behalf of the District or any individual employed by or associated with it, to any private organization whose membership practices are discriminatory on the basis of age, race, creed, color, sex (i.e., gender), religion, or national origin, medical condition, ancestry, sexual orientation, marital status, physical or mental disability, or because of his or her association with a person or group with one or more of these actual perceived characteristics.

See Administrative Procedure #3410

Amended by the Board of Trustees: November 13, 2007
Amended by the Board of Trustees: February 8, 2005

Approved by the Board of Trustees December 11, 2001
AP 3410 Nondiscrimination

Education Programs

Reference:

Education Code Sections 66250 et seq.; 200 et seq; 72010 et seq.
Accreditation Standard 1.6

The District shall provide access to its services, classes and programs without regard to race, religion, creed, color, national origin, ancestry, disability or gender, marital status, or sexual orientation.

No person shall be subject to discrimination on any basis that is contained in the prohibition of hate crimes set forth in the California Penal Code Section 422.6, which include the other person's race, color, religion, ancestry, national origin, disability, gender, or sexual orientation, or because he or she is perceived to have one or more of those characteristics.

All courses, including noncredit classes, shall be conducted without regard to the gender of the student enrolled in the classes.

The District shall not prohibit any student from enrolling in any class or course on the basis of gender.

Academic staff, including but not limited to counselors, instructors and administrators shall not offer program guidance to students which differs on the basis of gender.

Insofar as practicable, the District shall offer opportunities for participation in athletics equally to male and female students.

Employment

Reference:

Education Code Section 87100 et seq. Title 5; Section 53000 et seq.; Government Code Sections 11135 et seq; 12940 et seq.

The District shall provide equal employment opportunities to all applicants and employees regardless of ethnicity/race, color, sex (i.e. gender), age, religion, marital status, disability, sexual orientation, national origin, status as a Vietnam-era veteran or ancestry.

All employment decisions, including but not limited to hiring, retention, assignment, transfer, evaluation, dismissal, compensation, and advancement for all position classifications shall be based on job-related criteria as well as be responsive to the District’s needs.

The District shall from time to time as necessary provide professional and staff development activities and training to promote understanding of diversity.

Approved by the Board of Trustees: December 11, 2001
Amended by the Board of Trustees: November 14, 2006
Amended by the Board of Trustees: December 12, 2006