



BOARD POLICY 3410

NONDISCRIMINATION

Reference: Education Code Sections 66250, et seq.; 72010, et seq.; Title 5, Sections 53000, 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 race, religion, creed, color, national origin, ancestry, disability, sex (i.e., gender), marital status, or sexual orientation.

The Superintendent/President or designee shall establish administrative procedures to assure equal opportunity.

The Superintendent/President or designee 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 race, creed, color, sex (i.e., gender), religion, or national origin.

See Administrative Procedure 3410

Adopted 1/18/05

ADMINISTRATIVE PROCEDURE 3410 - Nondiscrimination

Educational Programs

Reference:

Education Code Sections 66250 et seq.; 200 et seq; 72010 et seq. Government Code Section 12940; Accreditation Standard 1.6

The District shall provide access to its services, classes and programs without regard to national origin, ancestry, religion, age, sex (gender), race, color, medical condition, ancestry, sexual orientation, marital status, physical or mental disability, or because he or she is perceived to have one or more of the foregoing characteristics.

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 non credit 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 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 race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, age, sexual orientation, or status as a Vietnam-era veteran.

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.

All District employees shall be involved in the active promotion of diversity in employment, including recruitment.

The District shall engage in active recruitment, hiring and promotion of members of groups that have been historically underrepresented in District employment, as determined by the District's Equal Employment Opportunity plan.

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

Adopted 1/18/05