

NON-DISCRIMINATION

(Board Policy 3410)

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

No person shall be unlawfully subjected to discrimination or denied full and equal access to, or the benefits of district programs or activities on the basis of ethnic group identification, national origin, religion, age, sex, race, color, sexual orientation, marital status, genetic information, disability, or because the individual is perceived to have one or more of those characteristics. District programs and activities include, but are not limited to any that are administered or funded directly by or that receive any financial assistance from the CCC Chancellor's Office.

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

The Superintendent/President 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 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 sexual orientation, marital status, disability, or because the individual is perceived to have one or more of those characteristics.

Reference: Education Code Sections 66250, et seq., 72010, et seq.; 87100 et seq.; Title 5, Sections 53000, et seq.; Government Code 11135, 12940, et seq.

Last Date of Approval: May 15, 2014

Administrative Procedure (AP 3410)

Education Programs

The District shall provide access to its services, classes and programs without regard to, national origin, religion, age, sex (gender), gender identity, gender expression, race or ethnic group identification, color, medical condition, genetic information, ancestry, sexual orientation, marital status, disability, pregnancy, or because he/she is perceived to have one or more of the forgoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

All courses, including noncredit classes, shall be conducted without regard to the national origin, religion, age, sex (gender), gender identity, gender expression, race or ethnic group identification, color, medical condition, genetic information, ancestry, sexual orientation, marital status, disability, or pregnancy. .

The District shall not prohibit any student from enrolling in any class or course on the basis of national origin, religion, age, sex (gender), gender identity, gender expression, race or ethnic group identification,

color, medical condition, genetic information, ancestry, sexual orientation, marital status, disability, or pregnancy.

Academic staff, including but not limited to counselors, instructors and administrators shall not offer program guidance to students which differs on the basis of national origin, religion, age, sex (gender), gender identity, gender expression, race or ethnic group identification, color, medical condition, genetic information, ancestry, sexual orientation, marital status, disability, or pregnancy. Insofar as practicable, the District shall offer opportunities for participation in athletics equally to male and female students.

Reference: Education Code Sections 72010 et seq; 200 et seq; 66250 et seq; Penal Code Sections 422.55 et seq; Title 5 Sections 422.55 et seq. Accreditation Standard II B.2 c

Employment

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, genetic information, marital status, sex (gender), gender identity, gender expression, age, sexual orientation, or military and veteran status.

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.

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

Last Date of Approval: February 5, 2015