AP 3410   NONDISCRIMINATION

References:
1. Education Code, Sections 200 et seq., 66250 et seq., and 72010 et seq.;
2. Penal Code, Sections 422.55 et seq;
3. Government Code, Sections 11135 et seq. and 12940 et seq.;
4. Title 5, Sections 53000 et seq. and 59300 et seq.;
5. ACCJC Accreditation Eligibility Requirement 20 and ACCJC Accreditation
   Standard Catalog Requirements (formerly Accreditation Standard II.B.2.c)

The District shall provide access to its services, classes, and programs without regard to
national origin, religion, age, gender, gender identity, gender expression, race or ethnicity,
color, medical condition, genetic information, ancestry, sexual orientation, marital status,
physical or mental disability, pregnancy, 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.

All courses, including noncredit classes, shall be conducted without regard to the gender
of the student enrolled in the classes. As defined in the Penal Code, “gender” means sex,
and includes a person’s gender identity and gender expression. “Gender expression”
means a person’s gender-related appearance and behavior whether or not stereotypically
associated with the person’s assigned sex at birth.

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.

Complaints regarding discrimination in programs and services will be directed to the Vice
President of Human Resources or designee for processing pursuant to appropriate state
and federal laws and regulations.
Employment

References:
- Education Code, Sections 87100 et seq.;
- Title 5, Sections 53000 et seq.;
- Government Code, Sections 11135 et seq. and 12940 et seq.

The District shall provide equal employment opportunities to all applicants and employees without regard to national origin, religion, age, sex, gender, gender identity, gender expression, race, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, military and veteran status, 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.

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.

Complaints regarding discrimination in employment will be directed to the Vice President of Human Resources or designee for processing pursuant to appropriate state and federal laws and regulations.

Office of Primary Responsibility: Vice President, Human Resources

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