



Cerritos Community College District
2023-2024 Notice of Non Discrimination

All members of the campus community, including you, have the right to work and study in an environment free of discrimination and sexual harassment.

The Cerritos Community College District prohibits discrimination on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (including pregnancy and parenting), gender, gender identity, gender expression, age, sexual orientation, military and veteran status, association with any of the aforementioned protected characteristics or perceived association with any of the aforementioned characteristics (See [Board Policy 3430 Prohibition of Harassment](#)) and any other class of individuals protected from discrimination under federal, state, or local law or regulation. Such discrimination is prohibited in any of the District's educational programs and activities, employment (including applications for employment) and admissions (including application for admission), as required by: Title IX of the Education Amendments of 1972, Title I and Title II of the Americans with Disabilities Act (ADA) of 1990, as amended in 2008; Section 504 of the Rehabilitation Act of 1973; Title VI and VII of the Civil Rights Act of 1964; the Age Discrimination Act of 1975; the Age Discrimination Act of 1967; the California Fair Employment and Housing Act; and other federal, state, and local laws, regulations, that prohibit discrimination, harassment, and/or retaliation.

The District prohibits unlawful harassment of students, employees, and third parties on the basis of any protected characteristic as identified above. Cerritos College does not discriminate in its hiring, employment, and educational programs and activities and complies with all regulations as stipulated by the U.S. Department of Education, the U.S. Department of Justice, and the U.S. Equal Employment Opportunity Commission.

The District also prohibits acts of retaliation with the intent to dissuade and/or deter reporting of any individual exercising their rights or privileges issued by District policy or law because the individual makes a good faith report, testifies, assists, participates, or refuses to participate in any manner in an investigation, proceeding, or hearing under the District policy. The District's Board Policies and Administrative Procedures may be found on the District's website at <https://www.cerritos.edu/board/policies/default.htm>.

Information concerning discrimination and complaints of discrimination can also be obtained from:

- U.S. Equal Employment Opportunity Commission
www.eeoc.gov
- California Civil Rights Department
www.calcivilrights.ca.gov
- U.S. Department of Office for Civil Rights
<https://www2.ed.gov/about/offices/list/ocr/index.html?src=mr>

The District has designated the Director of Diversity, Compliance, and Title IX Coordinator, Erin Miles, as the individual who has oversight and coordination responsibilities for all federal, state, and local laws, mandates, and regulations, relating to civil rights and protected classes. The Director of Diversity, Compliance, and the Title IX Coordinator also serves as the District's ADA/504 Coordinator ensuring protections from discrimination/harassment for individuals with disabilities or perceived disabilities.

Erin Miles

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Relevant Board Policies (BP)

- [BP 3410](#) Nondiscrimination
- [BP 3420](#) Equal Employment Opportunity
- [BP 3430](#) Prohibition of Harassment
- [BP 3433](#) Prohibition of Harassment under Title IX

Relevant Administrative Procedures (AP)

- [AP 3410](#) Nondiscrimination
- [AP 3412](#) 504/ADA Academic Accommodations and Complaints
- [AP 3420](#) Equal Employment Opportunity
- [AP 3430](#) Prohibition of Harassment
- [AP 3433](#) Prohibition of Harassment under Title IX
- [AP 3434](#) Responding to Harassment Based on Sex under Title IX
- [AP 3435](#) Discrimination and Harassment Investigations