



Cerritos Community College District 2021-2022 Notice of Nondiscrimination

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, 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 retaliation against any individual with the intent to dissuade and/or deter reporting and any right or privilege 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 <http://cms.cerritos.edu/board/policies/>.

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

U.S. Equal Employment
Opportunity Commission
www.eeoc.gov

California Department of Fair
Employment and Housing
www.dfeh.ca.gov

U.S. Department of Education
Office of Civil Rights
www.ed.gov/offices/OCR

The District has designated the Director of Diversity, Compliance, and Title IX Coordinator, Dr. Lauren Elan Helsper, 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.

Dr. Lauren Elan Helsper
 Director of Diversity, Compliance, and
 Title IX Coordinator
 Office of Human Resource
 (562) 860-2451, ext. 2276
 lelanhelsper@cerritos.edu

Dr. Adriana Flores-Church
 Vice President, Human Resources/Assistant
 Superintendent
 Office of Human Resources
 (562) 860-2451, ext. 2282
 achurch@cerritos.edu

Dr. Dilcie Perez
 Vice President, Student Services/
 Assistant Superintendent
 Student Services Office
 (562) 860-2451, ext. 2236
 dilcieperez@cerritos.edu

Dr. Christopher Elquizabal
 Dean, Student Accessibility & Wellness Services
 Student Accessibility Services (SAS) Office
 (562) 860-2451, ext. 2334
 celquizabal@cerritos.edu

Dr. Elizabeth Miller
 Dean of Student Services
 Student Activities Office
 (562) 860-2451, ext. 2476
 emiller@cerritos.edu

Erin Miles
 Deputy Title IX Coordinator/Investigator
 Office of Diversity, Compliance, and Title IX
 (562) 860-2451, ext. 3968
 emiles@cerritos.edu

Relevant Board Policies and Administrative Procedures

Board Policy (BP)	Administrative Procedure (AP)
BP 3410 – Nondiscrimination	AP 3410 - Nondiscrimination
BP 3420 – Equal Employment Opportunity	AP 3412 – 504/ADA Academic Accommodations and Complaints
BP 3430 – Prohibition of Harassment	AP 3420 – Equal Employment Opportunity
BP 3433 – Prohibition of Harassment under Title IX	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