

**General Institution**

1 **AP 3410 NONDISCRIMINATION**

2 **References:**

- 3 Education Code, Sections 200 et seq., 66250 et seq., and 72010 et seq.;
- 4 Penal Code, Sections 422.55 et seq.;
- 5 Title 5, Sections 59300 et seq.;
- 6 ACCJC Accreditation Eligibility Requirement 20

7 **Education Programs**

8 The District shall provide access to its services, facilities, classes, activities, and programs  
9 in such a way that does not differ on the basis of national origin, religion, age, gender,  
10 gender identity, gender expression, race, ethnicity, immigration status, color, medical  
11 condition, genetic information, ancestry, sexual orientation, marital status, military and  
12 veteran status, physical disability, mental disability, pregnancy, or because he/she/they  
13 is perceived to have one or more of the foregoing characteristics, or based on association  
14 with a person or group with one or more of these actual or perceived characteristics.

15 All courses, including noncredit classes, shall be conducted in such a way that does not  
16 differ on the basis of the gender of the student enrolled in the classes. As defined in the  
17 Penal Code, “gender” means sex, and includes a person’s gender identity and gender  
18 expression. “Gender expression” means a person’s gender-related appearance and  
19 behavior whether or not stereotypically associated with the person’s assigned sex at birth.

20 The District shall not prohibit any student from enrolling in any class or course on the  
21 basis of gender.

22 Academic staff, including but not limited to counselors, instructors, and administrators,  
23 shall not offer program guidance to students which differs on the basis of gender.

24 Insofar as practicable, the District shall offer opportunities for participation in athletics  
25 equally to male and female students.

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

29

30 **Employment**

31 **References:**

- 32 Education Code, Sections 87100 et seq.;
- 33 Title 5, Sections 53000 et seq.;
- 34 Government Code, Sections 11135 et seq. and 12940 et seq.
- 35 Title 2 Sections 10500 et seq.
- 36 Labor Code Section 1197.5

37 The District shall provide equal employment opportunities to all applicants and employees  
38 without regard to national origin, religion, age, sex, gender, gender identity, gender  
39 expression, race, color, medical condition, genetic information, ancestry, sexual  
40 orientation, marital status, physical disability, mental disability, immigration status, military  
41 and veteran status, or because he/she/they is perceived to have one or more of the  
42 foregoing characteristics, or based on association with a person or group with one or  
43 more of these actual or perceived characteristics.

44 All employment decisions, including but not limited to hiring, retention, assignment,  
45 transfer, evaluation, dismissal, compensation, and advancement for all position  
46 classifications shall be based on job-related criteria as well as be responsive to the  
47 District's needs.

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

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

53 It is unlawful to discriminate against a person who serves in an unpaid internship or any  
54 other limited-duration program to provide unpaid work experience in the selection,  
55 termination, training, or other terms and treatment of that person on any the basis of their  
56 race, religious creed, color, national origin, ancestry, physical disability, mental disability,  
57 medical condition, genetic information, marital status, sex, gender, gender identity,  
58 gender expression, age, sexual orientation, immigration status, or military and veteran  
59 status.

60 Office of Primary Responsibility: Vice President, Human Resources

**Date Approved:** 11/26/07

**Dates Revised:** 12/10/08; 8/24/12; 8/26/13; 4/29/14; 11/19/18; 4/7/25

**Date Reviewed:** 1/16/19