

General Institution

1 BP 3410 NONDISCRIMINATION

2 References:

- 3 Education Code, Sections 66250 et seq., 72010 et seq., and 87100 et seq.;
- 4 Title 5, Sections 53000 et seq. and 59300 et seq.;
- 5 Penal Code, Section 422.55;
- 6 Government Code, Sections 12926.1, 12940 et seq., and 12954;
- 7 Title 2 Sections 10500 et seq.;
- 8 Labor Code Section 1197.5;
- 9 ACCJC Accreditation Eligibility Requirement 20

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

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

20 The President/Superintendent shall establish administrative procedures that ensure all
21 members of the College community can present complaints regarding alleged violations
22 of this policy and have their complaints heard in accordance with the Title 5 regulations
23 and those of other agencies that administer state and federal laws regarding
24 nondiscrimination.

25 No District funds shall ever be used for membership, or for any participation involving
26 financial payment or contribution on behalf of the District or any individual employed by
27 or associated with it, to any private organization whose membership practices are
28 discriminatory on the basis of national origin, immigration status, religion, age, gender,
29 gender identity, gender expression, race, ethnicity, color, medical condition, genetic
30 information, ancestry, sexual orientation, marital status, physical or mental disability,
31 pregnancy, or military and veteran status, or because he/she/they is perceived to have
32 one or more of the foregoing characteristics, or because of his/her/their association with
33 a person or group with one or more of these actual or perceived characteristics.

34 Information regarding who to contact to file a complaint is included in AP 3410 titled
35 Nondiscrimination.

36 Office of Primary Responsibility: Vice President, Human Resources

Date Adopted: November 7, 2007

Dates Revised: December 10, 2008; October 24, 2012; August 26, 2013; April 29, 2014; April 3, 2019; May 10, 2023