

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 and ACCJC Accreditation
- 7 Standard Catalog Requirements (*formerly Accreditation Standard II.B.2.c*)

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 or ethnicity, color, medical condition, genetic
11 information, ancestry, sexual orientation, marital status, physical or mental disability,
12 pregnancy, or because he or she is perceived to have one or more of the foregoing
13 characteristics, or based on association with a person or group with one or more of these
14 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.

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

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

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

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

56 Office of Primary Responsibility: Vice President, Human Resources

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