

NONDISCRIMINATION POLICY

Under the District's policy no student, vendor, or person employed or seeking employment with the District shall be unlawfully subjected to harassment, discrimination or denied full and equal access to, or the benefits of District programs or activities on the basis of ethnic group identification, race, color, ancestry, religion, marital status, sex, national origin, gender, gender identification, gender expression, or within the limits imposed by law or District regulations, because of age, sexual orientation, physical or mental disability, medical condition, genetic information, military or veteran status, parental status, citizenship, or because he or she is perceived to have one or more of these characteristics or based on association with a person or group with one or more of these actual or perceived characteristics. District programs and activities include but are not limited to any that are administered or funded directly by or that receive any financial assistance from the Chancellor or Board of Governors of the California Community Colleges. This policy applies to all employment practices, including recruitment, selection, promotion, transfer, and employee training and development. The District also does not permit any person or entity using its facilities for commercial purposes to engage in unlawful discrimination. This policy is intended to be consistent with the provisions of applicable state and federal laws and District policies.

The Chief Human Resources Officer shall establish procedures that ensure all members of the District can present complaints regarding alleged violations of this policy and have their complaints heard in accordance with the Title 5 regulations and those of other agencies that administer state and federal laws regarding nondiscrimination.

The District is committed to nondiscrimination in compliance with the Civil Rights Act; Title IX of the Education Amendments of 1972; the Rehabilitation Act of 1973 (Section 503 and 504); the Americans with Disabilities Act of 1990; the Executive Orders 11246 and 11375; the Vietnam Era Veterans Readjustment Act of 1974; the Age Discrimination in Employment Act of 1967; the nondiscrimination laws of the State of California; and equal employment opportunity guidelines of the California Community College Chancellor's Office (which incorporates compliance with Connerly v. State Personnel Board).

Education Code Sections 66250 and following 72010 and following, 87100 and following
Labor Code Section 1197.5
Title 2 Sections 10500 and following
Title 5; Sections 53000 and following, 59300 and following
Government Code Sections 12926.1, 12940 and following and 12954
Penal Code 422.55

Historical Annotation:
Revised 6/27/90
Second Revision 8/31/94
Third Revision 10/25/00
Fourth Revision 5/29/02
Fifth Revision 6/25/03
Sixth Revision 1/27/10
Seventh Revision 1/22/14
Eighth Revision 10/7/15
Ninth Revision 7/8/24

Related Board Policy:
Board Policy 2059

Related Procedures:
Human Resources Procedure 1010.01, 1040.07
Management, Supervisory, and Confidential Employees Personnel Manual 2.0