



## **AP 3410 Nondiscrimination**

### **Educational Programs**

The District shall provide access to its services, classes, and programs without regard to the following protected statuses: national origin, religion, age, gender, gender identity, gender expression, race, color, medical condition, genetic information, ethnicity, sexual orientation, marital status, physical or mental disability, or because he/she is perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

Pursuant to Education Code Section 72011, all courses, including noncredit classes, shall be conducted without regard to the gender of the student enrolled in the classes. As defined in the Penal Code, “gender” means sex, and includes a person’s gender identity and gender expression. “Gender expression” means a person’s gender-related appearance and behavior whether or not stereotypically associated with the person’s assigned sex at birth. The District shall not prohibit any student from enrolling in any class or course on the basis of gender. Academic employees, including but not limited to counselors, instructors, and managers shall not offer program guidance to students which differs on the basis of gender. Insofar as practicable, the District shall offer opportunities for participation in athletics equally to male and female students.

### **Employment**

Pursuant to Government Code Sections 12940 et seq., the District shall provide equal employment opportunities to all applicants and employees regardless of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or status as a Vietnam-era veteran.

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

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

### **General Conditions**

A copy of the District’s nondiscrimination and prohibition of harassment policies and procedures shall be displayed in prominent locations in the main administration building

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and in other areas where notices regarding the institution's rules, regulations, procedures, and standards of conduct are posted.

The Chief Human Resources Officer, or designee, is responsible for providing training to employees and students on the District's nondiscrimination and prohibition of harassment policies and procedures. See AP 3430 titled Prohibition of Harassment for details regarding training requirements.

The Chief Human Resources Officer, or designee, has the primary delegated responsibility as the compliance officer for the District. An unlawful discrimination/harassment complaint may be filed with the Chief Human Resources Officer, or initiated with any District administrator. (Also see AP 3435 titled Discrimination and Harassment Investigations)

Also see BP/AP 3430 titled Prohibition of Harassment and AP 3435 titled Discrimination and Harassment Investigations

References: Education Code Sections 66250 et seq., 200 et seq., 72010 et seq., and 87100 et seq.;  
Government Code Sections 11135 et seq. and 12940 et seq.  
Penal Code Sections 422.55 et seq.;  
Title 5 Sections 53000 et seq. and 59300 et seq.;  
WASC/ACCJC Accreditation Standard II.B.2.c;

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