



**Chaffey
Community
College District**

5885 Haven Avenue
Rancho Cucamonga, CA 91737-3002

**Executive Expectations
Policy Category 3:
General Institution**

Nondiscrimination

Date: 7/26/01

Section 3.4

Revised:

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3.4 NONDISCRIMINATION

[Education Code Sections 66250 et seq.; 72010 et seq.; Title 5, Sections 53000 et seq.; 72010 et seq.; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendment of 1972; Section 504 of the Rehabilitation Act of 1973; the Fair Employment and Housing Act, California Government Code 11135 et seq.; 12900 et seq., 12940 et seq.; Age Discrimination Act, and the Americans with Disabilities Act of 1990; Education Code Sections 87100 et seq.; Title 5, Sections 53000 et seq.; see also Student Equity, Chapter V-1]

3.4.1 Unlawful Discrimination

Chaffey Community College District is committed to providing affirmatively, equal educational opportunity and equal employment opportunity. This commitment extends to educational policies, personnel policies and practices, and to the treatment of employees, students and the general public. The district and each individual who represents the district shall provide equal access to employment and educational opportunities without regard to race, color, national origin, ancestry, religion, creed, sex, age (over 40), physical disability (including HIV and AIDS) or mental disability, marital status, medical condition, (including cancer and genetic characteristics), sexual orientation, or military status as a Vietnam-era veteran, or the perception that a person has one or more of the foregoing characteristics.

3.4.2 Retaliation

It is unlawful to retaliate against someone who files an unlawful discrimination complaint, who refers a matter for investigation or complaint, who participates in an investigation of a complaint, who represents or serves as an advocate for an alleged victim or alleged offender, or who otherwise furthers the principles of this policy.

3.4.3 Compliance

The superintendent/president shall establish administrative procedures to ensure equal opportunity and compliance with regulations regarding nondiscrimination, including the use of family care leave, and other rights and privileges provided under federal and state laws. The superintendent/president shall establish administrative procedures that ensure all members of the college community can present complaints regarding alleged violations of this policy and have their complaints heard in



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accordance with the Title 5 regulations and those of other agencies that administer state and federal laws regarding nondiscrimination.

No district funds shall ever be used for membership, or for any participation involving financial payment or contribution on behalf of the district or any individual employed by or associated with it, to any private organization whose membership practices are discriminatory on the basis of any category specified above.