



**Policy**

**7-8058 Non-Discrimination (Equal Opportunity)**

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

The District, and each individual who represents the District, shall provide access to its services, classes, and programs without regard to race, religion, creed, color, national origin, ancestry, disability, sex or gender, marital status, or sexual orientation.

The Chancellor shall establish administrative procedures to assure equal opportunity.

The Chancellor 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 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 race, creed, color, sex or gender, religion, or national origin.

**Reference:**

Education Code Sections [66250, et seq.](#), [72010, et seq.](#), and [87100 et seq.](#); Penal Code Sections [422.55 et seq.](#); Title 5, Sections [53000 et seq.](#) and [59300 et seq.](#); [Accreditation Standard 1.6](#); Government Code Sections [12926.1](#) and [12940 et seq.](#)

**Adopted:** June 28, 2004

**Revision Adopted:** October 14, 2009

## Administrative Procedure

### 7-8058 Non-Discrimination (Equal Opportunity)

#### I. Education Programs

- A. The District shall provide access to its services, classes, activities and programs without regard to, national origin, religion, age, sex (gender), race, color, medical condition, ancestry, sexual orientation, marital status, physical or mental disability, or because he or she is perceived to have one or more of the foregoing characteristics.
- B. No person shall be subject to discrimination on any basis that is contained in the prohibition of hate crimes set forth in the California Penal Code Section [422.6](#), which include the other person's race, color, religion, ancestry, national origin, disability, gender, or sexual orientation, or because he or she is perceived to have one or more of those characteristics.
- C. All courses, including noncredit classes, shall be conducted without regard to the gender of the student enrolled in the classes.
- D. The District shall not prohibit any student from enrolling in any class or course on the basis of gender.
- E. Academic staff, including but not limited to counselors, instructors and administrators shall not offer program guidance to students which differs on the basis of gender.
- F. Insofar as practicable, the District shall offer opportunities for participation in athletics equally to male and female students.

#### II. Employment

- A. The District shall provide equal employment opportunities to all applicants and employees regardless of race, religion, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, gender, age, sexual orientation, or status as a Vietnam-era veteran.
- B. 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.
- C. The District shall from time to time as necessary provide professional and staff development activities and training to promote understanding of diversity.

#### Reference:

Education Code Section [66250 et seq.](#); [200 et seq.](#); [72010 et seq.](#); [87100 et seq.](#), Title 5 Section [53000 et seq.](#), Government Code Sections [11135 et seq.](#); [12940 et seq.](#)

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**Procedure Last Revised:** April 11, 2007