

AP 3410 Nondiscrimination

Reference:

Education Programs

Education Code Sections 66250, et seq.; 200, et seq.; 72010, et seq.;
Accreditation Standard 1.6

Employment

Title 5 Section 53000, et seq.;
Government Code Sections 11135, et seq.; 12940, et seq.

- 1.0 The District shall provide access to its services, classes and programs without regard to national origin, religion, age, 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 those characteristics.
- 2.0 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.
- 3.0 All courses, including noncredit classes, shall be conducted without regard to the gender of the student enrolled in the classes, unless otherwise permitted by law.
- 4.0 The District shall not prohibit any student from enrolling in any class or course on the basis of gender.
- 5.0 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.
- 6.0 Insofar as practicable, the District shall offer opportunities for participation in athletics equally to male and female students.
- 7.0 The District shall provide equal employment opportunities to all applicants and employees regardless of race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, marital status, gender, age, sexual orientation, or status as a Vietnam-era veteran.
- 8.0 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.
- 9.0 All District employees are encouraged to be involved in the active promotion of diversity in employment, including recruitment.

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ADMINISTRATIVE PROCEDURES
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- 10.0 The District shall engage in active recruitment, hiring and promotion of members of groups that have been historically underrepresented in District employment.
- 11.0 The District shall from time to time as necessary provide professional and staff development activities and training to promote understanding of diversity.

Date of Adoption: March 23, 2004