



AP 3410 Nondiscrimination

References: Education Code Section 66250 et seq., 200 et seq., and 72010 et seq.;;
 Penal Code Sections 422.55 et seq.;;
 Title 5 Sections 59300 et seq.;;
 ACCJC Accreditation Eligibility Requirement 20
 Education Code Sections 87100 et seq.;;
 Government Code Sections 11135 et seq. and 12940 et seq.;;
 Labor Code Section 1197.5;
 Title 2 Sections 10500 et seq.;;
 Title 5 Sections 53000 et seq.

Approved: May 2013
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Last Reviewed:

Education Programs

The District shall provide access to its services, classes and programs without regard to national origin, religion, age, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy or because they are 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.

All courses, including noncredit classes, shall be conducted without regard to the gender of the students 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.

District employees who offer program guidance in the normal course of their work, including but not limited to counselors, instructors, and administrators, will 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

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 including pregnancy, genetic information, marital status, sex,

gender, gender identity, gender expression, age, sexual orientation, immigration status, or military or veteran status. The District shall not discriminate against a person in hiring, termination, or any term or condition of employment or otherwise penalize a person based upon the person's use of cannabis off the job and away from the workplace unless permitted under Government Code Section 12954.

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.

It is unlawful to discriminate against a person who serves in an unpaid internship or any other limited-duration program to provide unpaid work experience in the selection, termination, training, or other terms and treatment of that person on any the basis of their race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition including pregnancy, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, immigration status, or military and veteran status.