

## Chapter 3 - General Institution

### AP 3410 Nondiscrimination

#### References:

Education Code Sections 66250 et seq., 200 et seq., and 72010 et seq.; Penal Code Sections 422.55 et seq.; Title 5 Sections 59300 et seq.; and Accreditation Standard-II.B.2.c

#### Education Programs

The College shall provide access to its services, classes, and programs without regard to race or ethnicity, religious creed, color, national origin, ancestry, physical disability, mental disability, pregnancy, medical condition, marital status, sex (gender), age, sexual orientation, **military and veteran status**, or the perception that a person has one or more of these characteristics.

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

The College shall not prohibit any student from enrolling in any class or course on the basis of gender.

Academic staff 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 College shall offer opportunities for participation in athletics equally to male and female students.

#### Nondiscrimination References for Employment

Education Code Sections 87100 et seq.; Government Code Sections 11135 et seq. and 12940 et seq.; and Title 5 Sections 53000 et seq.

#### Employment

The College shall provide equal employment opportunities to all applicants and employees regardless of race or ethnicity, religious creed, color, national origin, ancestry, physical or mental disability, pregnancy, medical condition, marital status, sex (gender), age, sexual orientation, **military and veteran status**, or the perception that a person has one or more of these characteristics.

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 College's needs.

All College employees are encouraged to be involved in the active promotion of diversity in employment, including recruitment.

The College shall, as necessary, provide professional and staff development activities and training to promote understanding of diversity.

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