

BP 3410 NONDISCRIMINATION

References:

- Education Code Sections 200 et seq, 66250 et seq., 70901, 72010, et seq., and 87100 et seq.;
- Penal Code Sections 422.55 et seq;
- Government Code Sections 11135 -11139.5, 12926.1 and 12940 et seq.;
- California Code of Regulations, Title 5 Sections 53000 et seq. and 59300 et seq.;
- Title 20, United States Code, Section 1681
- Title 29, United States Code, Section 794
- Title 42, United States Code Sections 6101, 12100 et seq, and 2000d
- Accreditation Standard I.6
- Veterans Employment Opportunity Act of 1998

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 actual, perceived or association with others' ethnic group identification, national origin, religion, age, gender, gender identity, gender expression, race or ethnicity, color, genetic information, ancestry, sexual orientation, or physical or mental disability, pregnancy, or any characteristic listed or defined in Section 11135 of the Government code or any characteristic that is contained in the prohibition of hate crimes set forth in subdivision (a) of Section 422.6 of the Penal Code. In addition to these protected bases, the District additionally provides equal employment opportunities to all applicants and employees regardless of gender, medical condition, marital status, or status as a Vietnam-era veteran.

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.

The District shall comply with the accessibility requirements of Section 508 of the Rehabilitation Act of 1973 in the development, procurement, maintenance, or use of electronic or information technology and respond to and resolve unlawful discrimination complaints regarding accessibility. Such complaints will be treated as complaints of discrimination on the basis of disability.

Information regarding the filing of a complaint can be obtained from the District Compliance Officer, and is also included in Administrative Procedures 3410 and 3435.

Date Approved: May 15, 2007
Revised: February 26, 2008
Revised: November 18, 2008
Revised: September 18, 2012
Revised: October 15, 2012
(Replaces Policies 6100 and 6200)

AP 3410 NONDISCRIMINATION

References:

Education Code Sections 200 et seq., 66250 et seq., 66271.1, 66700, 70901, 72010 et seq., and 87100 et seq.;

Penal Code Sections 422.55 and 422.6;

Government Code Sections 11135 – 11139.5, 12926.1 and 12940 et seq.;

California Code of Regulations, Title 5 Sections 53000 et seq. and 59300 et seq.;

Accreditation Standard I.6

Veterans Employment Opportunity Act of 1998

Title 20, United States Code, Section 1681

Title 29, United States Code, Section 794

Title 42, United States Code, Sections 6101, 2000d and 12100, et seq.

The District shall provide and maintain administrative complaint procedures that assure equal access to employment, services, classes and programs without regard to actual, perceived or association with others' ethnic group identification, national origin, religion, age, gender, gender identity, gender expression, race or ethnicity, color, genetic information, ancestry, sexual orientation, or physical or mental disability, pregnancy, or any characteristic listed or defined in Section 11135 of the Government Code or any characteristic that is contained in the prohibition of hate crimes set forth in subdivision (a) of Section 422.6 of the Penal Code. In addition to these protected bases, the District additionally provides equal employment opportunities to all applicants and employees regardless of gender, medical condition, marital status or status as a Vietnam-era veteran.

All courses, including noncredit courses, shall be conducted without regard to the sex/gender of the student enrolled in the courses. 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 course on the basis of gender. Academic staff, including but not limited to counselors, instructors and administrators shall not offer program guidance to students which differs on the basis of sex/gender.

Insofar as practicable, the District shall offer opportunities for participation in athletics equally to male and female students.

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.

Any person who desires to file a complaint based on discrimination, harassment or access should contact the District Compliance Officer, Ms. Lorraine Y. Jones, by phone at (951) 222-8595, or in person at the District's Human Resources and Employee Relations Office, 3801 Market Street, Riverside, CA 92501. A complete copy of the District's Complaint procedure, Administrative Procedure 3435, can be found at the District's Human Resources and Employee Relations Office, on the District's website <http://www.rccd.edu/administration/board/Pages/BoardPolicies.aspx>, and in each of the libraries on all three campuses.

Office of Primary Responsibility: Human Resources and Employee Relations

Administrative Approval: October 18, 2007

Revised: April 21, 2008

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Revised: September 23, 2013

(Replaces Regulations 6100 and 6200)