

Book	VCCCD Administrative Procedure Manual
Section	Chapter 3 General Institution
Title	AP 3410 NONDISCRIMINATION
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Status	Active
Legal	<a href="#">ACCJC Accreditation Eligibility Requirement 20</a> <a href="#">ACCJC Accreditation Standard Catalog Requirements</a> <del><a href="#">Accreditation Standard 1.6</a></del> <a href="#">California Code of Regulations, Title 2, Section 10500 et seq.</a> California Code of Regulations, Title 5, Section 59300 et seq. California Education Code Section 200 et seq. California Education Code Section 66250 et seq. California Education Code Section 72010 et seq. California Government Code Section 12926.1 California Government Code Section 12940 et seq. California Penal Code Section 422.55 et seq.
Adopted	November 13, 2012
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### **Nondiscrimination References for Education Programs:**

~~[Accreditation Standard 1.6](#)~~  
[ACCJC Accreditation Eligibility Requirement 20](#)  
[ACCJC Accreditation Standard Catalog Requirements](#)  
California Code of Regulations, Title 5, Section 59300 et seq.;  
California Education Code Sections 200 et seq., 66250 et seq. and 72010 et seq.;  
California Penal Code Section 422.55 et seq.;

### **Education Programs**

The District shall provide access to its services, classes and programs without regard to national origin, religion, age, sex, sexual orientation, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, ~~sexual orientation~~, marital status, physical or mental disability, pregnancy, or military and veteran status, or because he/she is 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 student 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.

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.

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

### **Nondiscrimination References for Employment:**

[California Code of Regulations, Title 2, Section 10500 et seq.](#)

California Code of Regulations, Title 5, Section 53000 et seq.

California Education Code Section 87100 et seq.

California Government Code Section 11135 et seq.

California Government Code Section 12940 et seq.

### **Employment**

The District shall provide equal employment opportunities to all applicants and employees regardless of [national origin, religion, age, race, religion~~us creed~~, age, sex, sexual orientation, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, marital status, national origin, ancestry, physical or mental disability, pregnancy, or military and veteran status, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or status as a Vietnam-era veteran.](#)

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 the basis of their national origin, religion, age, race, religion, age, sex, sexual orientation, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, marital status, physical or mental disability, pregnancy, or military and veteran status.](#)