

Administrative Procedure 3410

Nondiscrimination

Education Programs

The District shall provide access to its services, classes and programs without regard to actual or perceived race, color, ancestry, national origin, religion, creed, age (over 40), disability (mental or physical), sex, gender (including pregnancy and childbirth), sexual orientation, gender identity, gender expression, medical condition, genetic information, marital status, military and veteran status, or retaliation; or on any other basis as required by state and federal law.

All courses, including noncredit classes, shall be conducted without regard to any of the foregoing perceived or actual characteristics. As defined in the Penal Code, “gender 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 any of the foregoing perceived or actual characteristics.

Academic staff, including but not limited to counselors, instructors and administrators shall not offer program guidance to students which differs on the basis of any of the foregoing perceived or actual characteristics.

Insofar as practicable, the District shall offer opportunities for participation in athletics equally to students of any gender.

Employment

The District shall provide equal employment opportunities to all applicants and employees regardless of actual or perceived race, color, ancestry, national origin, religion, creed, age (over 40), disability (mental or physical), sex, gender (including pregnancy and childbirth), sexual orientation, gender identity, gender expression, medical condition, genetic information, marital status, military and veteran status, or retaliation; or on any other basis as required by state and federal law.

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.

Nondiscrimination References for Education Programs:

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.;

ACCJC Accreditation Eligibility Requirement 20 and ACCJC Accreditation Standard
Catalog Requirements (*formerly II.B.2.c*)

Nondiscrimination References for Employment:

Education Code Sections 87100 et seq.;

Title 5 Sections 53000 et seq.;

Government Code Sections 11135 et seq. and 12940 et seq.;

El Camino College

Adopted: 1/21/14

Amended: 1/16/18