NONDISCRIMINATION

AP No. 3410

Board Reviewed: 09/14/2009; 06/13/2012; 06/11/2014; 12/09/2015; 06/13/2018; 12/14/2022

I. Education programs

A. The Rio Hondo Community College District shall provide access to its services, classes, and programs without regard to national origin, immigration status, religion, age, gender, gender identity, gender expression, race, ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, or military and veteran status, 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.

B. 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.

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

D. 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.

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

II. Nondiscrimination references for education programs

A. Education Code Sections 66250 et seq., 200 et seq., and 72010 et seq.

B. Penal Code Sections 422.55 et seq.

C. Title 5 Sections 59300 et seq.

D. ACCJC Accreditation Eligibility Requirement 20 and ACCJC Accreditation Standard Catalog Requirements

III. Employment

A. The District shall provide equal employment opportunities to all applicants and employees regardless of national origin, immigration status, religion, age, gender, gender identity, gender expression, race, ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status,

physical or mental disability, pregnancy, or military and veteran status, 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.

B. 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.

C. The District shall, from time to time as necessary, provide professional development activities and training for all employees to promote understanding of diversity.

D. 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 race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, gender, gender identity, gender expression, age, sexual orientation, immigration status, or military and veteran status.

IV. Nondiscrimination references for employment

A. Education Code Sections 87100 et seq.

B. Title 5 Sections 53000 et seq.

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

D. Title 2 Sections 10500 et seq.

E. Labor Code Section 1197.5