Sierra College
ADMINISTRATIVE PROCEDURE     AP 3410

Nondiscrimination

Date Adopted: 9/7/2004
Date Revised: 5/29/2015
Date Reviewed: 5/29/2015
References: Education Code Sections 72010 et seq.; Education Code Sections 200 et seq.; Education Code Sections 66250 et seq.; Penal Code Sections 422.55 et seq.; Title 5 Sections 59300 et seq.; Accreditation Standard II.B.2.c

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

Employment
The District shall provide equal employment opportunities to all applicants and employees regardless of ethnicity, national origin, religious creed, age, sex, gender identity and expression, race, color, medical condition, genetic information, ancestry, sexual orientation,
marital status, physical or mental disability, pregnancy, or military or veteran status or because he or she is perceived to have one or more of the foregoing 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 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.

See Board Policy 3410.