

Sierra College

ADMINISTRATIVE PROCEDURE

AP 3410

Nondiscrimination

Date Adopted: 9/7/2004

Date Revised: 9/5/2025

Date Reviewed: 12/8/2023

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.; ACCJC Accreditation Eligibility Requirement 20

Educational Programs

The District shall provide access to its services, classes and programs without regard to national origin, religion, age, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, 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. The District stands against discrimination, including racial and identity profiling.¹

To avoid pregnancy discrimination, the District will apply a standard where pregnancy, false pregnancy, termination of pregnancy, childbirth or recovery from these conditions must be treated in the same manner and under the same policies as any other temporary disability. This includes the campus policy on exclusion from any class or extracurricular activity; the right to medical services, the requirement of a doctor's certification for continuance in a normal academic program; and the right to a leave of absence if requested by the student. The District must provide all students who might be, are, or have been pregnant the same access to school programs and educational opportunities as other students have.

All courses, including noncredit classes, shall be conducted without regard to the gender of the student enrolled in the classes. As defined in the Education Code, "gender" means sex, and

¹ The District's specific plan for Disrupting Racial and Identity Profiling-Strategic Goals and Procedures Action Plan is maintained, updated and administered on an on-going basis by the Equal Employment Opportunity (EEO)/Human Resources Department of Sierra College in conjunction with Office of Student Equity and the Presidential Equity Advisory Committee (PEAC).

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:

- Education Code Section 87100 et seq;
- Government Code Sections 11135 et seq. and 12940 et seq.;
- Labor Code Section 1197.5;
- Title 2 Sections 10500 et seq.;
- Title 5 Sections 53000 et seq.

Employment

The District shall provide equal employment opportunities to all applicants and employees regardless of ethnicity, national origin, immigration status, religious creed, age, sex, gender, gender identity, gender expression, race, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, or military or veteran status.

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 provide professional and staff development activities and training to promote the understanding of diversity and equity.

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, immigration status, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status.

See Board Policy 3410.