

NONDISCRIMINATION

The District is committed to providing an academic and work environment free of unlawful discrimination. Unlawful discrimination is prohibited on campus, and sets forth the procedure for the investigation and resolution of complaints of discrimination by or against any staff or faculty member or student within the District.

I. EDUCATION PROGRAMS

The District shall provide access to its services, classes and programs without regard to, national origin, religion, age, sex or gender, race, color, medical condition, ancestry, sexual orientation, marital status, physical or mental disability, 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-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.

II. EMPLOYMENT

The District shall provide equal employment opportunities to all applicants and employees regardless of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, 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.

SECTION III: OVERSIGHT OF COMPLAINT PROCEDURE

“Designated officers” are charged with receiving complaints, and coordinating their investigations. The actual investigations of complaints may be assigned to other staff or outside persons or organizations under contract with the District whenever the “designated officer” is named in the complaint or implicated by the allegations in the complaint. Individuals who believe they have been subjected to unlawful discrimination, including harassment, may report complaints by contacting any of the following “designated officers.”

Vice President of Student Services
Irvine Valley College
5500 Irvine Center Drive
Irvine, CA 92618
(949) 451-5624

Vice President for Student Services
Saddleback College
28000 Marguerite Parkway
Mission Viejo, CA 92692
(949) 582-4566

District Director of Human Resources
South Orange County Community College District
28000 Marguerite Parkway
Mission Viejo, CA 92692
(949) 582-4348 or (949) 582-4850

Please refer to Board Policy 4000.5 and Administrative Regulation 4000.5 for additional details regarding complaint procedures.

References:

Education Code Sections 87100 et seq.;
Title 5 Sections 53000 et seq.;
Government Code Sections 11135 et seq. and 12940 et seq.
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.;
Accreditation Standard 1.6