

The district is committed to equal opportunity in educational programs, employment, and all access to institutional programs and activities.

The district, and each individual who represents the district, shall provide access to its services, classes, and programs without regard to age, ancestry, color, physical or mental disability, pregnancy, gender, gender identity, gender expression, marital status, medical condition, genetic information, national origin, parental status, race or ethnicity, religion, sexual orientation, military or 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. In addition to the aforementioned legally protected characteristics, the district also has an interest in nondiscrimination based on additional factors such as accent, citizenship status, economic status, and ethnic group identification even though students or employees could not make a legal claim of discrimination based on these factors.

The superintendent/president shall establish administrative procedures that ensure all members of the college community can present complaints regarding alleged violations of this policy and have their complaints heard in accordance with the Title 5 regulations and those of other agencies that administer state and federal laws regarding nondiscrimination.

No district funds shall ever be used for membership, or for any participation involving financial payment or contribution on behalf of the district or any individual employed by or associated with it, to any private organization whose membership practices are discriminatory on the basis of age, ancestry, color, physical or mental disability, pregnancy, gender, gender identity, gender expression, marital status, medical condition, genetic information, national origin, parental status, race or ethnicity, religion, sexual orientation, military or veteran status, or because he or she is perceived to have one or more of the foregoing characteristics, or because of his or her association with a person or group with one or more of these actual or perceived characteristics.

See Administrative Procedure 3410.

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Adoption History:	4/7/09, 5/20/15
Reference Update:	11/14, 1/15, 2/17, 4/18
References:	Education Code §§66250 et seq., 72010 et seq., 87100 et seq. Title 5 §§53000 et seq., 59300 et seq. Penal Code §422.55 Government Code §§12926.1, 12940 et seq. Title 2 §§10500 et seq. Labor Code §1197.5 ACCJC Accreditation Standard Catalog Requirements ACCJC Accreditation Eligibility Requirement 20
CCLC Update:	#29, 10/16 - #32, 4/18
Steering:	S/P / N/A

Education 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, physical or mental disability, accent, citizenship status, ethnic group identification, economic status, or 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.

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 employees, including but not limited to counselors, instructors and administrators shall not offer program guidance to students that 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 race or ethnicity, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, immigration status, or military and veteran status.

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Reference Update: 11/14

References: Education Code §§200 et seq., 66250 et seq., 72010 et seq., 87100 et seq.

Government Code §§11135, 12926.1, 12940 et seq.

Labor Code § 1197.5

Penal Code §§422.55 et seq.

Title 5, §§53000 et seq., 59300 et seq.

Title 2 §§10500 et seq.

Accrediting Commission for Community and Junior Colleges (ACCJC)

Accreditation Eligibility Requirement 20

ACCJC Standard Catalog Requirements

CCLC Update: #29, 10/16; #32, 4/18; #37, 10/20

Steering: S/P / N/A

The MiraCosta Community College District is committed to the principles of equal employment opportunity and will implement a comprehensive program to put those principles into practice. The district is committed to a continuing good faith effort to ensure that all qualified applicants for employment and employees have full and equal access to employment opportunity and are not subjected to discrimination in any program or activity of the district on the basis of 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, physical or mental disability, accent, citizenship status, ethnic group identification, economic status, or 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. The district will strive to achieve a workforce that is welcoming to men, women, persons with disabilities and individuals from all ethnic and other groups to ensure the district provides an inclusive educational and employment environment.

Such an environment fosters cooperation, acceptance, democracy and free expression of ideas. An Equal Employment Opportunity Plan (see Appendix I.D) will be maintained to ensure the implementation of equal employment opportunity principles that conform to federal and state laws.

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.

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 any the basis of their race or ethnicity, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, immigration status, or military and veteran status.

Also see:

BP 3410 Nondiscrimination

BP/AP 3420 Equal Employment Opportunity

BP/AP 3430 Prohibition of Harassment

BP/AP 3433 Prohibition of Sexual Harassment Under Title IX

AP 3434 Responding to Harassment Based on Sex Under Title IX

AP 3435 Discrimination and Harassment Complaints and Investigations

BP/AP 3450 Sexual and Other Assaults on Campus

BP/AP 7100 Commitment to Diversity in Hiring