

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 national origin, immigration status, religion, age, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, pregnancy, physical or mental disability, 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 national origin, immigration status, religion, age, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, pregnancy, physical or mental disability, or veteran status, or because they are perceived to have one or more of the foregoing characteristics, or because of their association with a person or group with one or more of these actual or perceived characteristics.

---

**MiraCosta Community College District**
**Page 1 of 2**

Adoption History:	4/7/09, 5/20/15, 9/15/22
Reference Update:	11/14, 1/15, 2/17, 4/18
References:	Education Code §§66250 et seq., 72010 et seq., 87100 et seq. Penal Code §422.55 Government Code §§12926.1, 12940 et seq. Title 2 §§10500 et seq. Title 5 §§53000 et seq., 59300 et seq. Labor Code Section 1197.5 ACCJC Accreditation Eligibility Requirement 20 ACCJC Accreditation Standard Catalog Requirements
CCLC Update:	#29, 10/16; #32, 4/18; #37, 10/20
Steering:	S/P / N/A

Also see AP 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, and BP/AP 7100 Commitment to Diversity in Hiring.