

SOLANO COMMUNITY COLLEGE DISTRICT

NONDISCRIMINATION

4030

POLICY: 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 race, religion, creed, color, national origin, ancestry, disability, sex (i.e., gender), marital status, or sexual orientation.

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 race, creed, color, sex (i.e., gender), religion, or national origin.

**REFERENCES/
AUTHORITY:**

California Government Code, Section 12940 et seq.

California Education Code, Sections 66250, et seq.; 72010 et seq.

California Administrative Code, Title 5, Sections 53000, et seq.

Solano Community College District Affirmative Action Policy

SLD/zg

BP 4030

ADOPTED: May 19, 1982
REVISED: February 18, 1987
February 5, 1992
January 21, 2004

**SOLANO COMMUNITY COLLEGE DISTRICT
HUMAN RESOURCES PROCEDURES**

NONDISCRIMINATION

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Educational Programs

All courses, including noncredit classes, shall be conducted without regard to the gender of the student enrolled in the classes.

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

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.

SLD/zg

BP 4030 Non Discrimination Procedures

Governing Board Review: 1/21/04