AP 3410  Nondiscrimination

Nondiscrimination References for Education Programs:

Education Code Sections 66250 et seq., 200 et seq., and 72010 et seq.; Title 5 Sections 59300 et seq.; Accreditation Standard II.B.2.c; Title IX

Nondiscrimination References for Employment:

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

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, or because he/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 Education Code, “gender” means sex, and includes a person’s gender identity and gender expression. “Gender expression” mean’s 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.

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, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, pregnancy, or military and 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 from time to time as necessary provide professional and staff development activities and training to promote understanding of diversity.

Inquiries concerning the application of Title IX may be referred to the District’s Title IX Coordinators, or to the Department of Education Office of Civil Rights.

The District’s Title IX Coordinators are:

Dr. Diane Fiero, Vice President of Human Resources
661/362-3424, or diane.fiero@canyons.edu

Dr. Michael Wilding, Vice President, Student Services
661/362-3292, or michael.wilding@canyons.edu

The District shall ensure that employees designated to serve as Title IX coordinators have adequate training on what constitutes sexual harassment, including sexual violence, and that they understand how the District’s grievance procedures operate.

Campus Safety personnel shall receive annual training on the Colleges Title IX grievance procedures and any other procedures used for investigating reports of sexual violence. In addition, these employees will receive copies of the school’s Title IX related policies.

Last Review Date 1/25/16