

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
POLICY MANUAL

Title: GENERAL DISTRICT POLICY	Number: 21-101
Legal Authority: Title 5, California Code of Regulations, Sections 59300 et seq.; California Government Code Section 11133 through 11135.6, California Labor Code Sections 96(k) – 6403.5; Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e-2, Title IX of the Education Amendments of 1972, 20 U.S.C. Section 1681, et seq., 34 C.F.R. Part 106, et seq.	

The San Francisco Community College District shall provide an educational and employment environment that welcomes and respects gender-nonconforming, gender-identity and gender-transitioning students, employees, applicants, contractors, vendors and visitors. The policy of the San Francisco Community College District is to provide a safe, professional, inclusive, and productive educational and employment environment for all persons, regardless of gender, gender identity, or gender expression.

The purpose of this Student Conduct Policy is to state that all students, employees, applicants, contractors, or vendors are treated with dignity, respect, and equality. No student, employee, applicant, contractor, or vendor may harass, discriminate or retaliate against anyone based on their gender, gender identity, gender expression or transition status.

Employees, students, or visitors who experience discrimination as defined in the District's Equal Opportunity Policy and including discharge, expulsion, or termination.

In so providing, the San Francisco Community College District hereby implements the provisions of Title 5, California Code of Regulations, section 59300 et seq., California Government Code sections 11133 through 11135.6, California Labor Code sections 96(k) – 6403.5, Education Code sections 66010.2, 66030, Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000e-2, Title IX of the Education Amendments of 1972, 20 U.S.C. 1681, et seq., and the San Francisco Community College District's Disclosure of Campus Security Policy and Campus Crime Statistics Policy, Section 100921 of the Vice President's Manual and District Code of Ordinances 13925(a)).

Complaint Procedures for Student and Employee Complaints

Discrimination or harassment based on sex, gender, gender identity, or gender expression is a violation of this and other District policies. Such conduct, and could result in discipline, up to and including expulsion or termination. The District encourages all students, employees, applicants, contractors, vendors and visitors to report harassing, retaliatory or discriminatory behavior, regardless of whether if the behavior is directed at themselves or others.

Approved by Board of Trustees on 1/23/2020

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

POLICY MANUAL

Title: GENDER DIVERSITY AND INCLUSION	Number: BP 2.34
Legal Authority: Title 5, California Code of Regulations, Sections 59300, et seq.; California Education Code Sections 66250, et seq.; California Government Code Section 11133 through 11139.6, and 12900, et seq.; California Code of Civil Procedure, Sections 52.01 through 52.04; California Code of Civil Procedure Code Annotated Section 2000e-2, Title 29, United States Code, Sections 6201 through 6208, and Section 1681, et seq., 34 C.F.R. Part 106, et seq.	

A person who believes that they have been subjected to unlawful discrimination and/or harassment (including sexual harassment) may file a complaint using the procedures provided in Administrative Procedures 2.30 and 2.32.

Retaliation

It is unlawful for anyone to retaliate against someone who files a complaint alleging unlawful discrimination and/or harassment, who refers a matter for investigation or compliance, who participates in an investigation of complaint, who is the alleged victim or alleged offender, or who otherwise acts in support of the principles of the District's policies against unlawful discrimination.

Notice, Training and Education

The San Francisco Community College District provides training to all employees, students regarding the District's policy and procedures regarding unlawful discrimination and/or harassment, in a manner as outlined in BP & AP 15.01.