

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
POLICY MANUAL

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| Title: UNLAWFUL DISCRIMINATION | Number: BP 2.30 |
| Legal Authority: Title 5, California Code of Regulations, Sections 59300, et seq.; California Education Code Section 66250, et seq.; California Government Code Section 12900, et seq.; California Labor Code (2001) 10 (s) 2 (e. i)-c 0 17522k Q) 10 (2) Title X-c 2 s the Education Amendments of 1972, 20 U.S.C. Section 1681, et seq., 34 C.F.R. Part 106, et seq. | Related to CCLC BP 3410 |

The San Francisco Community College District shall provide an educational and employment environment in which no person shall be unlawfully denied full and equal access to, the benefits of, or be unlawfully subjected to discrimination on the basis of the following:

1. ethnic group identification
2. national origin
3. religion
4. age
5. race
6. color
7. ancestry
8. marital status*
9. non-binary**
10. sex, including sex stereotypes and sex characteristics
11. gender
12. gender identity
13. gender expression
14. sexual orientation
15. pregnancy or related conditions
16. physical disability
17. mental disability
18. medical condition, or genetic information
19. military and veteran status* of any person, or on the basis of those perceived characteristics or based on association with a person or group with one or more of these actual or perceived characteristics, in any program or activity that is administered by,

funded directly by, or that receives any financial assistance from the State Chancellor or Board of Governors of the California Community Colleges.

Nor shall any such persons be denied full and equal access to, the benefits of, or be subjected to discrimination on the basis of domestic partner status*, AIDS/HIV status*, or status as a lesbian, gay, bisexual, transgender* or questioning* person in any District program or activity.

The San Francisco Community College District shall provide an educational and employment environment free from unwelcome sexual advances, requests for sexual favors, other verbal or physical conduct without consent or communications constituting sexual harassment, and other nonconsensual acts on the basis of gender, (e.g., gender-based harassment, hostility based on

unlawful discrimination and/or harassment. Employees shall additionally be trained on the District's obligation to address sex discrimination under Title IX, the scope of conduct that constitutes sex discrimination under Title IX, including the definition of sex-based harassment, and the employees' responsibility to notify the Title IX coordinator if they have information about conduct that may reasonably constitute sex discrimination.