General Institution

BP 3410   NONDISCRIMINATION

References:
   Education Code Sections 66250 et seq., 72010 et seq., and 87100 et seq.;
   Title 5 Sections 53000 et seq., and 59300 et seq.;
   Penal Code Section 422.55;
   Government Code Sections 12926.1 and 12940 et seq.
   ACCJC Accreditation Eligibility Requirement 20 and ACCJC Accreditation
   Standard Catalog Requirements

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, religion, age, gender,
gender identity, gender expression, sex, race or ethnicity, color, medical condition,
genetic information, ancestry, sexual orientation, marital status, physical or mental
disability, pregnancy, or military and veteran status, 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.

The Chancellor 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, religion, age, gender, gender identity,
gender expression, sex, race or ethnicity, color, medical condition, genetic information,
ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, or
military and veteran status, or because he/she is perceived to have one or more of the
foregoing characteristics, or because of his/her association with a person or group with
one or more of these actual or perceived characteristics.

Date Adopted: January 17, 2012
Date Revised: April 21, 2015
BP 3420 EQUAL EMPLOYMENT OPPORTUNITY

References:
Education Code Sections 87100 et seq.;
Title 5 Sections 53000 et seq.

The Board supports the intent set forth by the California Legislature to assure that effort is made to build a community in which opportunity is equalized, and community colleges foster a climate of acceptance, with the inclusion of faculty and staff from a wide variety of backgrounds. It agrees that diversity in the academic environment fosters cultural awareness, mutual understanding and respect, harmony and respect, and suitable role models for all students. The Board therefore commits itself to promote the total realization of equal employment through a continuing equal employment opportunity program.

The Chancellor shall develop, for review and adoption by the Board, a plan for equal employment opportunity that complies with the Education Code and Title 5 requirements as from time to time modified or clarified by judicial interpretation.

The District is committed to providing equal employment opportunities to all employees and job applicants, including those individuals with physical and mental disabilities. (Also BP/AP 3410 titled Nondiscrimination and BP/AP 7120 titled Recruitment and Hiring) A disabled employee or job applicant who is otherwise qualified for District employment may request reasonable accommodation(s) to allow him/her to perform the essential functions of the existing or desired job. Upon receipt of such a request, the District shall provide reasonable accommodation to known physical or mental limitations of a qualified disabled individual unless such accommodation(s) would impose an undue hardship on the District.

Also see BP/AP 3410 titled Nondiscrimination and BP/AP 7120 titled Recruitment and Hiring.

Date Adopted: January 17, 2012
(Replaces current WVMCCD Policy 3.10)