



## Board Policy 3410 Nondiscrimination Policy

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### **BP 3410 Nondiscrimination Policy**

**Reference: 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.**

The Board of Trustees of San Joaquin Delta Community College District is committed to equal opportunity in education 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 and shall make all decisions regarding educational opportunities, recruitment, hiring, dismissal, compensation, promotions, and all other terms and conditions of employment without regard to national origin, religion, religious creed, age, gender, gender identity, gender expression, race, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, or because he or 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 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.

The District is to conduct training programs on cultural awareness and equal employment opportunity, disability awareness, and gender equity for managers, faculty, and staff. Staff involved in employment selection procedures are to be oriented by the Director of Human Resources as to the Board's Equal Employment Opportunity Policy.

The District also assures that the working conditions of all employees will include freedom from discrimination or harassment, and that each employee will have equal access to promotional, transfer, and training/development opportunities. The Director of Human Resources will monitor District policies and practices for evidence of discrimination or harassment. The District will take whatever steps are needed to prevent discriminatory conditions from occurring.

Reasonable accommodation will be made by the District to enable applicants with disabilities to apply for jobs and to assist employees with disabilities in performing their work and in achieving promotion.

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, religious creed, age, gender, gender identity, gender expression, race, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, or because he or she is perceived to have one or more of the foregoing characteristics, or because of his or her association with a person or group with one or more of these actual or perceived characteristics.