

NOTICE FROM THE DEAN OF HEALTH SCIENCES ON NON DISCRIMINATION

Students have a right to an education and a supportive learning environment free from unlawful discrimination and harassment. The Marin Community College District prohibits all forms of discrimination based on any of the following statuses: race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, or sexual orientation of any person, or because he or she is perceived to have one or more of the foregoing characteristics. Furthermore, the District prohibits retaliation against anyone who files a complaint of discrimination or harassment, reports discrimination or harassment, participates in an investigation, or represents an alleged victim or alleged offender. The District's policies and procedures regarding discrimination and harassment apply to all of the District's education programs and activities, including those held off-campus such as at a clinical site.

Students should feel free to voice concerns to College Administration, Staff, Faculty and Human Resources and to expect that their concerns will be addressed. The District encourages any individual who believes he or she has been the victim of harassment, discrimination, or retaliation based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, or sexual orientation, in connection with District facilities, programs, or activities, or who believes that another individual accessing District facilities, programs, or activities, has been the victim of harassment, discrimination, or retaliation, to file a written complaint using the Unlawful Discrimination Complaint Form that is available from Human Resources or online. Complaints must be submitted to the Director of Human Resources or the State Chancellor unless the party submitting the complaint alleges discrimination, harassment, or retaliation by the Director of Human Resources, in which case it should be submitted directly to the Superintendent/President. For more information on how to file an informal or formal complaint of unlawful discrimination or harassment, please review Administrative Procedure 3435, available online at <http://policies.marin.edu/sites/policies/files/AP3435-DiscriminationandHarassmentInvestigations.pdf>. Complaints regarding employment matters must be filed within 180 days and non-employment matters within one year.

My door is open to any member of the Marin Community College District. The District is committed to providing an academic environment that respects the dignity of individuals and groups, and is free from unlawful harassment and discrimination. I want the college to be a place where learning occurs and people are free to discuss their concerns when they believe it is not. In closing, please refer to the following copies of Marin Community College District Board Policy 3410 and Administrative Procedure 3410 regarding Non-Discrimination. If you have any questions, please do not hesitate to contact me, Director of Student Services – Activities & Advocacy Sadika Sulaiman Hara, or Director of Human Resources Nekoda Harris.

Respectfully,

Marshall Alameida

Marshall Alameida, PhD, RN, CNS
Dean of Health Sciences
College of Marin

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 Sections 422.55 et seq.;

Government Code Sections 12926, 12926.1, and 12940 et seq.;

Title 2 Sections 10500 et seq.;

ACCJC Accreditation Eligibility Requirement 20 and ACCJC Accreditation Standard Catalog Requirements (formerly Accreditation Standard II.B.2.c)

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, family and medical care leave, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, sex (which includes pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth), 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 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.

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, family and medical care leave, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, sex (which includes pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth), military and veteran status 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.

Also see: AP 3410 Nondiscrimination

Date Adopted: July 27, 2010

Date(s) Revised: February 26, 2013; October 20, 2015; **December 11, 2018**

General Institution

AP 3410 NONDISCRIMINATION**References:**

Education Code Sections 200 et seq., 66250 et seq., and 72010 et seq.; 87100 et seq.;
Penal Code Sections 422.55 et seq;
Government Code Sections 11135 et seq., 12926, and 12940 et seq.;
Title 5 Sections 53000 et seq. and 59300 et seq.;
Title 2 Sections 10500 et seq.;
Labor Code Section 1197.5
ACCJC Accreditation Eligibility Requirement 20 and ACCJC Accreditation Standard Catalog Requirements (formerly II.B.2.c)

Education Programs

The District shall provide access to its services, classes, and programs without regard to, national origin, religion, age, family and medical care leave, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, sex (which includes pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth), 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.

All courses, including noncredit classes, shall be conducted without regard to the gender of the student enrolled in the classes. As defined in the Penal Code, “gender” means sex, and includes a person’s gender identity and gender expression. “Gender expression” means 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 or ethnicity, religious creed, family and medical care leave, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth), gender, gender identity, gender expression, age, sexual orientation, military or 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.

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 equity and diversity and inclusion in accordance with the District Equal Opportunity Employment (EEO) Plan and Board Policy 3420 Equal Employment Opportunity.

It is unlawful to discriminate against a person who serves in an unpaid internship or any other limited-duration program to provide unpaid work experience in the selection, termination, training, or other terms and treatment of that person on the basis of their race or ethnicity, religious creed, family and medical care leave, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth), gender, gender identity, gender expression, age, sexual orientation, or military and veteran status.

Office of Primary Responsibility: Human Resources

Date Approved: June 22, 2010

Date Revised: January 15, 2013

Date Revised: September 15, 2015

Date Revised: November 13, 2018