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**Kern Community College District**  
**Board Policy**  
Chapter 3 – General Institution

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**BP 3410**      **Nondiscrimination**

**References:**

*Education Code Sections 66250 et seq., 72010 et seq., and 87100 et seq.;*

*Labor Code Section 1197.5;*

*Title 5 Sections 53000 et seq. and 59300 et seq.;*

*Penal Code Section 422.55;*

*Title 2 Sections 105500 et seq.;*

*Government Code Sections 12926.1 and 12940 et seq.;*

*WASC/ACCJC Accreditation Eligibility Requirement 20 and WASC/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, immigration status, religion, age, gender, gender identity, gender expression, race, ~~and~~ ethnicity, color, ~~ethnic group identification~~, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, or military and veteran status, or because he/she/they 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 District shall be free of sexual harassment and all forms of sexual intimidation and exploitation.

All forms of discrimination and harassment are contrary to basic standards of conduct between individuals and are prohibited by state and federal law, as well as this policy, and will not be tolerated. The District is committed to providing an academic and work environment and respects the dignity of individuals and groups.

*The District shall not discriminate against a person in hiring, termination, or any term or condition of employment or otherwise penalize a person based upon the person's use of cannabis off the job and away from the workplace unless permitted by California law.*

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

Additional information can be found at:

<https://www.kccd.edu/human-resources/non-discrimination-equal-employment-policy>