



# San Diego Community College District

City College · Mesa College · Miramar College · College of Continuing Education

## Board Policy

### Chapter 3 - General Institution

#### BP 3410 - NONDISCRIMINATION

---

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, ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy (or related condition), 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 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 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, ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy (or related condition), 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.

#### **Complaints of Discrimination**

Any student or employee, who believes that they have been discriminated against or who believes another has been discriminated against in violation of Board Policy 3410 Nondiscrimination, should immediately report the incidents by following the procedures in AP 3435 Discrimination and Harassment Investigations.

The Equal Opportunity and Diversity Officer is the "responsible District officer" charged with receiving complaints of discrimination or harassment, and coordinating their investigation.

Equal Opportunity and Diversity Officer  
3375 Camino Del Rio South, Room 385, San Diego, CA 92108  
Phone: (619) 388-6591  
Fax: (619) 388-6898  
Email: sdccdlegalservices-eeo@sdccd.edu

A copy of the complaint form can be located at the following URL:  
<https://www.sdccd.edu/docs/District/procedures/General%20Institution/AP%203435-01.pdf>

**References:**

Education Code Sections 200; 66250, et seq., 72010, et seq., 87100 et seq.;  
Labor Code Section 1197.5;  
Government Code Sections 12926.1 and 12940, et seq.;  
Penal Code Section 422.55;  
Title 2 Sections 10500 et seq.;  
Title 5, Sections 53000, et seq., 59300 et seq.;  
ACCJC Accreditation Eligibility Requirement 20 and ACCJC Accreditation Standard  
Catalog Requirements.

See Administrative Procedures AP 3410 and AP 3435

---

**Adopted:** 2/12/09

**Revised:** 01/28/16, 10/19/23, 12/19/24