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## 1.0 Unlawful Discrimination and Harassment

- 1.1 Notwithstanding the student grievance procedures, Los Rios Community College District Policy ([P-2412](#)), procedures shall be adopted for the investigation and resolution of complaints of unlawful discrimination and harassment in compliance with Title 5, section 59322 and all relevant state and federal laws, to ensure that all District programs and activities are available to all persons without regard to ethnic group identification, race, color, sex, gender, gender identity, gender expression, pregnancy or childbirth-related condition, sexual orientation, sexual identity, religion or religious creed, age (over forty), national origin, ancestry, physical or mental disability, medical condition, political affiliation or belief, military and veteran status, or marital status.
- 1.2 The District shall seek to resolve the complaints in an expeditious manner.
- 1.3 The Chancellor shall designate annually a District Officer responsible for insuring District compliance with the rules and regulations adopted by the Board of Governors of the California Community Colleges regarding unlawful discrimination and harassment. The names, addresses, and telephone numbers of the District/College Title IX Officers and Equity Officers can be located [here](#).
- 1.4 Annual notice of this District Policy against unlawful discrimination and harassment shall be given to students, new employees when they commence working, and all current employees.
  - 1.4.1 This notice may be in the form of posters that contain the basic legal requirements, posted in places readily accessible to students, job applicants, and present employees. The notice may also be provided electronically.
- 1.5 Formal discrimination complaints under state and federal laws and regulations may also be processed through the procedures established by applicable state and federal agencies. (Civil Rights Act of 1964, tit. VII, § 703, as interpreted by Code of Federal Regs., title 29, § 1604.11; Ed. Amendments of 1972, tit. IX; the Rehabilitation Act of 1973; Ed. Code, § 200, et seq.; Gov't Code, § 11135; Title 2, § 7287.6; Title 5, § 53000, et seq.; the Americans with Disabilities Act; and all other applicable federal, state, and local laws.)

## 2.0 Non-Retaliation

- 2.1 It is against District Policy and unlawful to retaliate against someone who files an unlawful discrimination or harassment complaint, who refers a matter for investigation or complaint, who participates in an investigation of a complaint, or who represents or serves as an advocate for a complainant or respondent. Raising a concern of unlawful discrimination or harassment shall not affect the concerned individual's future dealings with the District, with his or her employment, or with compensation or work assignments. In the case of a student, it shall not affect

grades, class selection, or other matters pertaining to his or her status as a student of the District.

- 2.2 In a situation where evidence is found that an allegation of discrimination is brought solely for the purpose of vexation, the appropriate disciplinary action may be taken.

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LRCCD

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