

## SOLANO COMMUNITY COLLEGE DISTRICT

### UNLAWFUL/PROHIBITED DISCRIMINATION (for employees and students)

4285

**POLICY:** The Board of Trustees hereby declares that it is the policy of the District to provide an educational and employment environment in which no person shall be unlawfully subjected to discrimination on the basis of race, color, sex, religion, national origin, age, physical or mental disability, marital status, sexual orientation or any other legally protected status mandated by Federal or State law, in any program or activity that is funded directly by, or that receives any financial assistance from the Chancellor or Board of Governors of the California Community Colleges. The unlawful/prohibited discrimination complaint resolution procedures shall be used to investigate claims of unlawful/prohibited discrimination which fall within these categories.

No person in the State of California shall, on the basis of race, color, sex, religion, national origin, age, physical or mental disability, marital status, sexual orientation or any other legally protected status mandated by Federal or State law be unlawfully denied access to, the benefits of, or be unlawfully subjected to discrimination under any program or activity that is funded directly by, or that receives any financial assistance from the Chancellor or Board of Governors of the California Community Colleges.

The State of California prohibits discrimination on the basis of marital status, pregnancy, political activities or affiliation and medical condition. In addition, Solano Community College District has identified other forms of discrimination not recognized by the Chancellor's Office and the State of California to include veteran status. The unlawful/prohibited discrimination complaint resolution procedures will be followed to resolve these forms of discrimination with the exception of notification to the Chancellor's Office, meeting the timelines set forth in Title V, and the appeal process to the Chancellor's Office. If dissatisfied with the administrative determination, the complainant will be notified of his/her right to file a complaint with appropriate administrative

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**RESPONSIBLE DISTRICT OFFICER**

agencies for those forms of discrimination prohibited under state and federal law.

The Staff Diversity Officer (SDO) or the Director of Human Resources in his/her absence or if the SDO is named in the complaint, shall be responsible for (1) implementation of this policy and its accompanying personnel procedures, (2) appropriate distribution of this policy to administrative staff, employees, and students, (3) receipt of all complaints filed pursuant to this policy, and (4) coordinating the investigation of complaints including but not limited to fact-finding and final resolution. The SDO or the Director of Human Resources may be contacted at 4000 Suisun Valley Road, Building 600, Room 616, Fairfield, CA 94534-3197, 707-864-7000, x-122.

**REFERENCES/  
AUTHORITY:**

California Education Code Sections 70901 and 66250; 71020 and 71025; 200 et seq/  
Government Code Sections 11135 – 11139.5  
Title 29, United States Code, Section 794, and  
Title 42, United States Code, Sections 2000d, 6101 and 12100, et seq.  
Code of Regulations, Title V, Section 59300-59301

JGM/zg  
BP 4285

**ADOPTED:** March 3, 1999

**REVISED:** May 3, 2006