

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT  
POLICY MANUAL

<b>Title:</b> <b>GENDER DIVERSITY AND INCLUSION</b>	<b>Number:</b> <b>BP 2.34</b>
<b>Title 5, California Code of Regulations, Sections 59300, et seq.; California Education Code Section 66250, et seq.; California Government Code Section 11135 through 11139.8, and 12900, et seq.; California Labor Code Sections 96(k)-6403.5; Title VII of the Civil Rights Act of 1964, 42 U.S. Code Annotated Section 2000e-2; Title IX of the Education Amendments of 1972, 20 U.S.C. Section 1681, et seq., 34 C.F.R. Part 106, et seq.</b>	<b>Related to</b> <b>CCLC BP 3433</b>

The San Francisco Community College District shall provide an educational and employment environment that welcomes transgender, gender-nonconforming, gender-nonbinary and gender-transitioning students, employees, applicants, contractors, vendors and visitors. The policy of the San Francisco Community College District is to promote a safe, professional, inclusive, and productive educational and employment environment for all persons, regardless of gender, gender identity, or gender expression.

The purpose of this policy, which incorporates by reference BP & AP 2.30, 2.31, 2.32, 2.35, and the Code of Student Conduct, is to state that all students, employees, applicants, contractors, vendors and visitors are treated with dignity and respect, regardless of gender, gender identity, gender expression or transition status. No students, employees, applicants, contractors or vendors may harass, discriminate or retaliate against anyone based on their gender, gender identity, gender expression or transition status.

Employees, students, or other persons acting on behalf of the District who engage in unlawful discrimination as defined in this policy or by state or federal law may be subject to discipline, up to and including discharge, expulsion, or termination.

In so providing, the San Francisco Community College District hereby implements the provisions of Title 5, California Code of Regulations, section 59300, et seq., California Government Code sections 11135 through 11139.8 and 12900 et seq., the Sex Equity in Education Act (Ed. Code, Sections 66250 et seq.), Education Code sections 66010.2, 66030, Title VI of the Civil Rights Act of 1964 (42 U.S.C. Section 2000d), Title IX of the Education Amendments of 1972 (20 U.S.C. Section 1681, hereafter referred to as Title IX), the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act (20 U.S.C. Section 1092(f)), the Violence Against Women Act Reauthorization of 2013 (42 U.S.C. Section 13925(a)).

<b>Recommended by Participatory Governance Council:</b> October 3, 2024 <b>Approved by Board of Trustees:</b> October 24, 2024	<b>Page 1 of 2</b>
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**Complaint Procedures - Informal & Formal Complaints:**

Discrimination or harassment based on sex (including sex stereotypes and sex characteristics), gender, gender identity, or gender expression is a violation of this and other District policies, including BP& AP 2.30, 2.31, 2.32, and the Code of Student Conduct, and could result in discipline, up to and including expulsion or termination.

The District encourages all students, employees, applicants, contractors, vendors and visitors to report harassing, retaliatory, or discriminatory behavior, regardless of whether if the behavior is directed at themselves or co-workers.

A person who believes that they have been subject to unlawful discrimination and/or harassment (including sex discrimination) may file a complaint using the procedures provided in Administrative Procedures 2.30, 2.32, or 2.35.

**Retaliation**

It is unlawful for anyone to retaliate against someone who files a complaint alleging unlawful discrimination and/or harassment, who refers a matter for investigation or complaint, who participates in an investigation of complaint, who represents or serves as an advocate for an alleged victim or alleged offender, or who otherwise furthers the principles of the District's policies against unlawful discrimination.

**Notice, Training and Education**

The San Francisco Community College District's responsible officer shall coordinate or provide training to employees and students regarding the District's policy and procedures regarding unlawful discrimination and/or harassment, in a manner as outlined in BP & AP 2.30 and AP 2.35.

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