

**NON-DISCRIMINATION**

Unlawful discrimination in the workplace and in all programs and activities of the Mendocino-Lake Community College District is prohibited.

Neither the District, nor any individual who represents the District, shall engage in unlawful discrimination in employment, or in educational access or educational programs, or in the conduct of official District activities.

Unlawful discrimination is defined as discrimination on the basis of race, ethnic group identification, color, religion, sex (including sexual harassment), gender, gender identity, gender expression, ancestry, marital status, national origin, age, physical or mental disability, medical condition, genetic information, sexual orientation, or Vietnam-era Veteran status. No person shall be subjected to discrimination on the basis of one or more of these characteristics or on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics. This policy also includes as improper discrimination any retaliation against an individual for filing a discrimination complaint, an individual participating in the investigation of a discrimination complaint, or any witnesses.

For information on sexual harassment, see Administrative Procedure No. 307.1.

Formal complaints of unlawful discrimination in violation of this policy may be filed using Administrative Procedure No. 307.2 by anyone who alleges that he/she has personally suffered unlawful discrimination or by one who learns of unlawful discrimination in his/her official capacity as a faculty member or administrator. Informal allegations of discrimination may also be filed by one acting in the place and stead of an allegedly injured party. Appropriate disciplinary action will be taken against a student or employee found to have engaged in unlawful discrimination.

**References:**

Title 5, Sections 59300 et seq.

Education Code, Sections 66251 et seq., 66270 et seq., 72010, 87400

Government Code, Sections 11135, 12940

Accreditation Standard II

*Adopted: December 19, 1978*

*Revised: March 3, 1982*

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*July 7, 1999*

*June 5, 2013*