

Nondiscrimination and Equal Opportunity Policy

Glendale Community College District is a multicultural community of people from diverse racial, ethnic, linguistic and class backgrounds, national origins, religious and political beliefs, physical and mental abilities, and sexual orientations. The activities, programs, classes, workshops/lectures and everyday interactions of this District are enriched by our acceptance of one another, and we strive to learn from each other in an atmosphere of positive engagement and mutual respect.

Implicit in this mutual respect is the right of each of us to live, study, teach, and work free from harassment or denigration on the basis of race, age, religious preference, gender, sexual orientation, color, national origin, or disability. Any violation of this right—verbal or written abuse, threats, harassment, intimidation, or violence against person or property—will be considered a violation of the principles of community that are an integral part of the focus, goals, and mission of the Glendale Community College District.

Glendale Community College District is committed to providing an equal opportunity for admissions, student financing, student support programs and activities, and employment regardless of race, religious creed, color, age, sex, sexual orientation, national origin, ancestry, marital status, medical condition, or disability in accordance with federal, state, and local regulations. This Nondiscrimination and Equal Opportunity Policy covers admissions, access, and treatment in District programs and activities, and application for and treatment in District employment.

An individual who feels that he or she has been unlawfully discriminated against should, at the earliest possible time, discuss the matter with the appropriate district compliance officer. The compliance officer will be able to explain the grievance procedure to the student, employee, or other individual and will assist in processing the grievance, should such a step be necessary.

Title IX *represents the section of the Civil Rights Act of 1964 which requires equality of opportunity for females in all educational endeavors. Its original application was geared to equal opportunity in physical education and sports; however, the impact of Title IX is spread across all disciplines and all segments of the community colleges. **The Title IX Coordinator is the Vice President, Student Services, Administration Building, room 125, (818) 240-1000, ext. 5126.***

Section 504 *is a part of the Rehabilitation Act which requires equality of opportunity and access for handicapped individuals in both employment and educational opportunities. For students the section 504 coordinator is the **Vice President, Student Services, Administration Building, room 125, (818) 240-1000, ext. 5126.** For employees the section 504 coordinator is located at the **Office of Human Resources, Sierra Madre Building, (818) 240-1000, ext. 5164.***

Academic Grievance *is a process provided to students who have a grievance regarding the manner in which they have been treated in the academic environment. For academic grievance, please contact the **Vice President of Instruction, Administration Building 106 (818) 240-1000, ext. 5104.***

American Disabilities Act *is Federal Civil Rights legislation that prohibits discrimination against individuals with disabilities in employment (Title I), public services and transportation (Title II), public accommodations (Title III) and telecommunications (Title IV). The American Disabilities Act Coordinator is the **Vice President, Student Services, Administration Building, (818) 240-1000, ext. 5126.***

Sexual Harassment *is unacceptable conduct, is unlawful, and will not be tolerated by the Glendale Community College District (Title VII and Title IX of the Civil Rights Act, Board Policy 2700 and Administrative Regulation 2700). Employees who believe they are the victims of sexual harassment should promptly notify their immediate supervisor. If the complaint is against the immediate supervisor the employee shall notify the **Office of Human Resources, Sierra Madre Building, (818) 240-1000, ext. 5921.***