

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
POLICY MANUAL

Title: GENERAL EMPLOYMENT	Number: 21-101
Legal Authority: Title 5, California Code of Regulations, Sections 59000 through 59300; California Government Code Section 11133 through 11136, California Labor Code Sections 96(k) – 6403.5; Title VII of the Civil Rights Act of 1964, 42 U.S. Code Sections 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.	

The San Francisco Community College District shall provide an educational and employment environment that welcomes transgender, gender-nonconforming, gender-identity and gender-transitioning students, employees, applicants, contractors, vendors and visitors. The policy of the San Francisco Community College District is to provide 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 Student Conduct Policy is to state that all students, employees, applicants, contractors, or vendors are treated with dignity, respect, and equality. No student, employee, applicant, contractor, or vendor may harass, discriminate or retaliate against anyone based on their gender, gender identity, gender expression or transition status.

Employees, students, or visitors who experience discrimination as defined in the District's Discrimination Policy 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 11133 through 11136, California Labor Code sections 66250 et seq., Education Code sections 66010.2, 66030, Title VI of the Civil Rights Act of 1964, 42 U.S.C. sections 2000e-2, 2000e-3, 2000e-4, 2000e-5, 2000e-6, 2000e-7, 2000e-8, 2000e-9, 2000e-10, 2000e-11, 2000e-12, 2000e-13, 2000e-14, 2000e-15, 2000e-16, 2000e-17, 2000e-18, 2000e-19, 2000e-20, 2000e-21, 2000e-22, 2000e-23, 2000e-24, 2000e-25, 2000e-26, 2000e-27, 2000e-28, 2000e-29, 2000e-30, 2000e-31, 2000e-32, 2000e-33, 2000e-34, 2000e-35, 2000e-36, 2000e-37, 2000e-38, 2000e-39, 2000e-40, 2000e-41, 2000e-42, 2000e-43, 2000e-44, 2000e-45, 2000e-46, 2000e-47, 2000e-48, 2000e-49, 2000e-50, 2000e-51, 2000e-52, 2000e-53, 2000e-54, 2000e-55, 2000e-56, 2000e-57, 2000e-58, 2000e-59, 2000e-60, 2000e-61, 2000e-62, 2000e-63, 2000e-64, 2000e-65, 2000e-66, 2000e-67, 2000e-68, 2000e-69, 2000e-70, 2000e-71, 2000e-72, 2000e-73, 2000e-74, 2000e-75, 2000e-76, 2000e-77, 2000e-78, 2000e-79, 2000e-80, 2000e-81, 2000e-82, 2000e-83, 2000e-84, 2000e-85, 2000e-86, 2000e-87, 2000e-88, 2000e-89, 2000e-90, 2000e-91, 2000e-92, 2000e-93, 2000e-94, 2000e-95, 2000e-96, 2000e-97, 2000e-98, 2000e-99, 2000e-100, 2000e-101, 2000e-102, 2000e-103, 2000e-104, 2000e-105, 2000e-106, 2000e-107, 2000e-108, 2000e-109, 2000e-110, 2000e-111, 2000e-112, 2000e-113, 2000e-114, 2000e-115, 2000e-116, 2000e-117, 2000e-118, 2000e-119, 2000e-120, 2000e-121, 2000e-122, 2000e-123, 2000e-124, 2000e-125, 2000e-126, 2000e-127, 2000e-128, 2000e-129, 2000e-130, 2000e-131, 2000e-132, 2000e-133, 2000e-134, 2000e-135, 2000e-136, 2000e-137, 2000e-138, 2000e-139, 2000e-140, 2000e-141, 2000e-142, 2000e-143, 2000e-144, 2000e-145, 2000e-146, 2000e-147, 2000e-148, 2000e-149, 2000e-150, 2000e-151, 2000e-152, 2000e-153, 2000e-154, 2000e-155, 2000e-156, 2000e-157, 2000e-158, 2000e-159, 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2000e-706, 2000e-707, 2000e-708, 2000e-709, 2000e-710, 2000e-711, 2000e-712, 2000e-713, 2000e-714, 2000e-715, 2000e-716, 2000e-717, 2000e-718, 2000e-719, 2000e-720, 2000e-721, 2000e-722, 2000e-723, 2000e-724, 2000e-725, 2000e-726, 2000e-727, 2000e-728, 2000e-729, 2000e-730, 2000e-731, 2000e-732, 2000e-733, 2000e-734, 2000e-735, 2000e-736, 2000e-737, 2000e-738, 2000e-739, 2000e-740, 2000e-741, 2000e-742, 2000e-743, 2000e-744, 2000e-745, 2000e-746, 2000e-747, 2000e-748, 2000e-749, 2000e-750, 2000e-751, 2000e-752, 2000e-753, 2000e-754, 2000e-755, 2000e-756, 2000e-757, 2000e-758, 2000e-759, 2000e-760, 2000e-761, 2000e-762, 2000e-763, 2000e-764, 2000e-765, 2000e-766, 2000e-767, 2000e-768, 2000e-769, 2000e-770, 2000e-771, 2000e-772, 2000e-773, 2000e-774, 2000e-775, 2000e-776, 2000e-777, 2000e-778, 2000e-779, 2000e-780, 2000e-781, 2000e-782, 2000e-783, 2000e-784, 2000e-785, 2000e-786, 2000e-787, 2000e-788, 2000e-789, 2000e-790, 2000e-791, 2000e-792, 2000e-793, 2000e-794, 2000e-795, 2000e-796, 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2000e-979, 2000e-980, 2000e-981, 2000e-982, 2000e-983, 2000e-984, 2000e-985, 2000e-986, 2000e-987, 2000e-988, 2000e-989, 2000e-990, 2000e-991, 2000e-992, 2000e-993, 2000e-994, 2000e-995, 2000e-996, 2000e-997, 2000e-998, 2000e-999, 2000e-1000.

Complaint Procedures - Student and Employee Complaints

Discrimination or harassment based on sex, gender, gender identity, or gender expression is a violation of this and other District policies. Such 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.

Approved by Board of Trustees on 1/23/2020

