

**Proposed Addition to**  
**Kern Community College District Board Policy Manual**  
**Section Eleven – General Personnel Administration**

Governance Process: Share as Information Only

Reason for Revision: To Establish District Policy

**11D4**                    **Discrimination Complaint Process**

**11D4A**    The Kern Community College District shall provide an expeditious and effective process for resolution of complaints by staff and students of ~~unlawful~~ discrimination and/or harassment in violation of this policy. ~~by staff and students.~~ This process, as described below, will apply to discrimination based on ~~race, color, ancestry, religion, sex (gender), sexual orientation, national origin, age, ethnic group identification, and/or physical or mental disability~~ national origin, religion, age, sex (gender, including Title IX, Gender Equity Violations), gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, or pregnancy, or because he or she is perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics. In accordance with State law, the District shall accept complaints filed within one (1) year of the alleged discrimination. See Procedure 11D4A of this Manual for the guidelines to the Unlawful Discrimination Complaint Process.

**11D4A1**    Where complaints are filed directly with State and Federal agencies, the District Vice Chancellor, Human Resources or his/her designee will investigate and respond to the complaint in the manner provided by the agency and in accordance with the process provided for in Procedure 11D4A.

**11D4A2**    When complaints are filed directly with the College or District, the Vice Chancellor, Human Resources shall be responsible for ensuring District compliance with rules and regulations adopted by the California Community Colleges and will assure that the College or District investigation shall be completed within ninety (90) calendar days.