

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

Governance Process:

Reason for Revision: To Establish/Amend 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 the 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.

Admin 02/24/14
CC 04/22/14