

SAN FRANCISCO COMMUNITY COLLEGE
DISTRICT POLICY MANUAL

<p>Title: PROHIBITION OF SEX DISCRIMINATION UNDER TITLE IX</p>	<p>Number: BP2.35</p>
<p>Legal Authority: Title IX, Education Amendments of 1972; Title 5 Sections 59320 et seq Title VII of the Civil Rights Act of 1964, 42 U.S. Code Annotated Section 2000e</p>	<p>Related to CCLC BP 3433</p>

The District recognizes that sex discrimination, including sexual harassment and violence, harms all students, undermines students’ physical safety, impedes students’ ability to learn, and can reinforce social inequality throughout a student’s lifetime. The District has a responsibility to make reasonable efforts to respond effectively when the District ~~or its~~ confidential employees become aware of conduct that may reasonably constitute discrimination. Confidential employees’ reporting requirements ~~are~~ subject to the procedures outlined in AP 2.35– Responding to Title IX Sex Discrimination.

All forms of sex discrimination including ~~sex~~ based harassment are contrary to basic standards of conduct between individuals. State and federal law and this policy prohibit sex discrimination and the District does not tolerate sex discrimination, including ~~sex~~ based harassment. The District is committed to providing an academic and work environment that respects the dignity of individuals and groups. The District shall be free of sex discrimination.

The District seeks to foster an environment in which all employees, students, applicants for employment, and applicants for admission, and other individuals participating or attempting to participate in the District’s education program or activity ~~feel~~ report incidents of sex discrimination in violation of this policy and Title IX, without fear of retaliation or reprisal.

<p>Recommended by Participatory Governance Council: October 3, 2024 Approved by Board of Trustees: October 24, 2024</p>	<p>Page 1 of 2</p>
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activity who believes they have been discriminated or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in AP 2.35 (Responding to Sex Discrimination under Title IX.) The District requires supervisors to report all incidents of harassment and retaliation that come to their attention.

To this end, the Title IX Coordinator shall ensure that the institution undertakes education and training activities to counter sex discrimination and to prevent, minimize, or eliminate any sex discrimination including sex

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