

## AP 3415      Equal Access

Reference:            ***Education Code Sections 87100 et seq.  
Title 5 Sections 53000 et seq.***

Date Issued:        September 2, 2009

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The District, and each individual who represents the District, shall provide reasonable accommodation for access to its services, classes, and programs without regard to ethnic group identification, race or ethnicity, color, national origin, religion, age, ~~sex or~~ gender, gender identity, gender expression, physical ~~disability or~~, mental disability, medical condition, pregnancy, genetic information, ancestry, sexual orientation, marital status, veteran status, or on the basis of these 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.

### **Educational and Institutional Programs and Activities**

If a student or visitor requires an accommodation for access to services, classes, or programs, they are requested to contact the Disabled Student Programs and Services office at their college.

If a student or visitor feels they have been denied equal access to any service, class, or program based on any protected class, contact information for campus complaint officers may be found under the nondiscrimination policy of the college catalogs.

### **Employment**

The District shall provide equal access for employees and applicants for employment. Applicants requiring an accommodation for access to application materials and interviews may contact Employment Services to arrange for such accommodations.

Current employees of the District requiring an accommodation to carry out the tasks of their employment shall contact the Department of Human Resources.

If an employee or applicant for employment feels they have been denied equal access based on any protected class, complaint procedures can be found in the District's Equal Employment Opportunity Plan, or by contacting the Department of Human Resources.