



# BOARD POLICY

No. 307

MENDOCINO - LAKE COMMUNITY COLLEGE DISTRICT

## NON-DISCRIMINATION

Unlawful discrimination in the workplace and in all programs and activities of the Mendocino-Lake Community College District is prohibited.

Unlawful discrimination is defined as discrimination on the basis of race, color, religion, sex (including sexual harassment), marital status, national origin, age, physical or mental disability, sexual orientation, or Vietnam Veteran status. It also includes retaliation against an individual for filing a discrimination complaint, an individual participating in the investigation of a discrimination complaint, or any witnesses.

For information on sexual harassment, see Administrative Procedure No. 306.1.

Administrative Procedure No. 306.2, Discrimination Complaint Procedure, may be used by anyone who believes he/she has personally suffered unlawful discrimination or any employee who learns of unlawful discrimination in his/her official capacity. Appropriate disciplinary action will be taken against a student or employee found to be engaging in unlawful discrimination.

*Adopted: December 19, 1978*

*Revised: March 3, 1982*

*December 6, 1989*

*June 2, 1993*

*October 16, 1995*

*July 7, 1999*