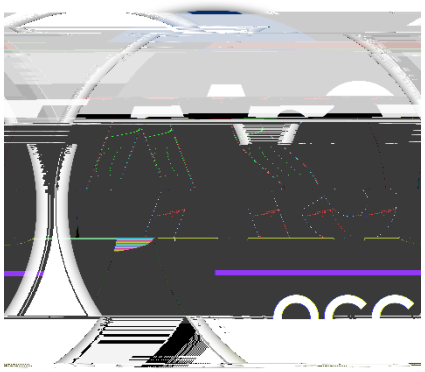

04-02-19
Academic Senate Meeting Packet

Pg.#	Supplemental Documents	Discussion Item
1	Meeting Agendas	Agendas
4	Flex Day Report	6B: Flex Day
9	BP 3410: Prohibition of Discrimination and Harassment	7A: Review/Action of BP/AP 3410, & AP 4240
13	AP 3410: Prohibition of Discrimination and Harassment	7A: Review/Action of BP/AP 3410, & AP 4240
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Access Meeting Agendas, Minutes, & Supplemental Documents Online:
http://bit.ly/asmeetingdocs

Academic Senate
Regular Meeting Agenda

April 2, 2019 | 11:30 A.M. - 12:30 P.M. | Faculty House

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1. **Call to Order -** Academic Senate President
2. **Approval of the Agenda -** Academic Senate Body
3. **Approval of the Minutes -** Academic Senate Body:
    a. March 19, 2019
4. **Opportunity for Public Comment:**
   (Five-minute allotment of time for public speakers)

   Senate Members: Please save announcements for "For the Good of the Order."
   Members of the public may fill out a Public Comment Slip that is located near the meeting agendas in front of the meeting room. Please give your slip to the president before the meeting begins. Comments on items specific to the agenda may be made at this time, or, preferably, during discussion of that agenda item. The president will determine the order of speakers.

7. **Unfinished Business:**
    a. Review and Action of AP/BP 3410 Prohibition of Discrimination and Harassment, and AP/BP 4240 Academic Renewal - Marilyn Kennedy
    b. Bylaws Revisions and Additions Discussion Only

8. **New Business:**
    a. Nepotism Policy Review - Marilyn Kennedy
    b. Overview of Student Equity Plan - Maricela Sandoval

9. **Faculty Opportunities:**
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    a. EEO (Search Committee Training):
        i. Tuesday, April 16, 2019 at Coastline

    b. Institutional Effectiveness:
    Meets second and fourth Monday of each month, 1:30 pm - 3:30 pm.

    c. Guided Pathways Workgroups:
        i. Development of Pathways
        ii. Improve Onboarding
        iii. Intervention Strategies

10. **For the Good of the Order Annountu Óenps:**

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Coast Community College District
BOARD POLICY
Chapter 3
General Institution

BP 3410 Prohibition of ~~Non-~~ ~~Dd~~iscrimination and Harassment

Revision

References:

Education Code Sections 200, 210.2, 212.5, 220, 66252, 66260.6, 66260.7, 66270, 66281.5, ~~66250 et seq.,~~ 72010 et seq., and 87100 et seq.;

Penal Code Sections 422.55 and 422.57;
Military & Veterans Code Sections 389, and 395;
Title 5 of the California Code of Regulations Sections 53000 et seq. and 59300 et seq.;
Title IX of the Education Amendments of 1972 (20 U.S. Code ~~.~~ Sections 1681 et seq.; 29 Code of Federal Regulations Part 1691);
Title VI of the Civil Rights Act of 1964 (42 U.S. Code Sections 2000d-1 et seq.; 34 Code of Federal Regulations Part 100; 29 Code of Federal ~~.~~ Regulations Part 1691);
Equity in Higher Education Act (Education Code Sections 66250 et seq.)

The ~~Coast Community College~~ District is committed to equal opportunity in educational programs, employment, ~~and all~~ in access to institutional programs and activities, and ~~to~~in providing an academic and work environment that is based on respecting the dignity of individuals and groups. ~~.~~

The District does not discriminate unlawfully in providing educational or employment opportunities to any person on the basis of race or ethnicity, gender, gender identity, gender expression, religion, age, national origin, sexual orientation, marital status, medical condition, pregnancy (including childbirth, breastfeeding or related medical conditions), ~~,~~ physical or mental disability, military or veteran status, or genetic information, ~~or~~ because ~~he/she is~~ they are 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.

Further, the District shall be free of sexual harassment, sexual violence, sexual assault, and all forms of sexual intimidation and exploitation. It shall also be free of other unlawful discrimination and harassment based on the characteristics listed above or against persons based on having been the subject of domestic violence, sexual assault, or stalking.

This Policy applies to all aspects of the academic environment, including but not limited to classroom conditions, grades, academic standing, employment opportunities, scholarships, recommendations, disciplinary actions, and participation in any community college activity. In addition, this Policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, training opportunities, and compensation.

To these ends, the Chancellor shall ensure that the District undertakes education and training activities to counter discrimination, harassment, and retaliation, and to prevent, minimize, and/or eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment. All employees of the District will be required to complete training required by law as it relates to unlawful discrimination, harassment, and retaliation.

The Chancellor also shall establish procedures that define unlawful discrimination and harassment. The Chancellor shall further establish procedures for third parties, employees, students, and other members of the District community that provide for the investigation and resolution of complaints regarding harassment, discrimination, and retaliation, and procedures for students to resolve complaints of harassment, discrimination, and retaliation. All participants are protected from retaliatory acts by the District, its employees, students, and agents.

This Policy and related Administrative Procedures (including the procedure for making complaints) shall be widely published and publicized to the community, administrators, managers, faculty, staff, and students

No District funds shall ever be used for membership, or for any participation involving financial payment or contribution on behalf of the District or any individual employed by or associated with it, in any private organization whose membership practices are unlawfully discriminatory on the basis of the protected status categories as cited above.

Accommodations

~~When an employee has disclosed a disability A~~as defined by Title I of the Americans with Disabilities Act (67 rg 424d(i)6 (al)6 1714 (at 1.2 re f* EMC /P <</MCr)7 (saTe468 (f)-8 ( )10 al)6 17or

that is provided by the employee will be used by the District for the sole purpose of evaluating ~~the employee's~~potential reasonable accommodations, and should not include information related to medical diagnosis, medications, or treatment. –The District will protect the ~~medical~~ information that is provided by the employee in accordance with applicable sState and fFederal laws.

Coast Community College District