

Catalog 2023-2024

Prohibition Against Discrimination and Harassment

College of Marin prohibits all forms of discrimination or harassment based on one or more of the following actual or perceived characteristics: age, ancestry, color, religious creed, family & medical care leave, disability (mental and physical) including HIV and AIDS, marital status, medical condition (including cancer and genetic characteristics), genetic information, military and veteran status, national origin (including language use restrictions), race, sex (which includes pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy, childbirth, or breastfeeding), gender, gender identity, gender expression, and sexual orientation.

Prohibited sexual harassment includes any sexual assault or physical abuse, including, but not limited to, rape, domestic violence, dating violence, sexual assault, or stalking. The College prohibits discrimination and harassment occurring in connection with all the academic, educational, extracurricular, athletic, and other programs of the District, whether those programs take place in College facilities or at another location, or at an off-campus site or facility maintained by the College or on grounds or facilities maintained by a College student organization. College of Marin Board Policy 3430 prohibits verbal, physical, visual, and sexual harassment of any applicant, employee, or student by any District employee on the basis of any category or combination of discriminatory categories prohibited by state or federal law. Non-employees while on the District property or in connection with any District program or activity are also expected to follow these guidelines.

The Marin Community College District is committed to compliance with the requirements of Title IX of the 1972 Education Amendments, the Equal Employment Opportunity Act of 1972 (Title VII of the Civil Rights Act of 1964 as amended), the Civil Rights Act of 1991, and Section 504 of the Rehabilitation Act of 1974, the Americans with Disabilities Act, the California Fair Employment and Housing Act of 1980, the California Fair Employment and Housing Commission rules and regulations, and the Vietnam Veteran's Readjustment Act of 1974. The Title IX/EEO/ADA Compliance Officer for the College District is the Assistant Director of Human Resources (please see contact information below).

For more information, see BP 3410 – Nondiscrimination

<https://policies.marin.edu/sites/default/files/BP3410-Nondiscrimination.pdf> and

BP 3430 - Prohibition of Harassment

<https://policies.marin.edu/sites/default/files/BP3430-ProhibitionofHarassment.pdf>

SEXUAL ASSAULT & OTHER ASSAULTS ON CAMPUS

Any sexual assault or physical abuse, including, but not limited to, rape, domestic violence, dating violence, sexual assault, or stalking as defined by California law, whether committed by an employee, student, or member of the public, occurring on District property in connection with all the academic, educational, extracurricular, athletic, and other programs of the District, whether those programs take place in the District facilities or at another location, or on an off-campus site or facility maintained by the District or on grounds or facilities maintained by a student organization, is a violation of Board policies and administrative procedures and is subject to all applicable punishment, including criminal procedures and employee or student discipline procedures. (See AP 3540)

Information about the District's policies and procedures pertaining to sexual and other assaults, and other forms of discrimination or harassment, is available at: www.marin.edu/rights.

Additional information on assistance for victims of sexual assaults is available at: marin.edu/police/sexual-assault.html. If you are the victim of, or become aware of, a sexual assault on College property or in connection with any College program or activity, please contact the District's Director of Human Resources at 415-485-9520 or the District's Police Department at 415-485- 9696.

DISCRIMINATION OR HARASSMENT COMPLAINTS

If you have experienced discrimination or harassment, including any incident of sexual violence, based on one or more of the above-referenced characteristics, or are aware of any discrimination or harassment based on one or more of these characteristics, contact:

Nekoda Harris

Executive Director of Human Resources

Indian Valley Campus

Bldg. 11, 2nd Floor

415-485-9520

Executive Director Harris' responsibilities include serving as the College's:

- Title IX Officer: to address harassment or assault based on gender and to ensure equal access to all College programs and services regardless of gender; and
- ADA Coordinator: (Americans with Disabilities Act) to ensure equal access to College facilities, programs and services for people with disabilities, including students, employees, and others who may visit District facilities.

Students who believe that the prohibition against discrimination or harassment has been violated have the right to file a complaint with: (1) the District; (2) the United States Department of Education Office of Civil Rights ("OCR"), or (3) United States Equal Employment Opportunity Commission or the California Department of Fair Employment and Housing.

Complete information on the District's Discrimination and Harassment Complaint Procedures is set forth in Administrative Procedure 3435, a copy of which can be found at <https://policies.marin.edu/sites/default/files/AP3435-DiscriminationandHarassmentInvestigations.pdf>.

This and further Administrative Procedures and Board Policies, including those listed below, can be found on the college website, on the "Policies and Procedures" page, under the "About the College" tab.

AP 3410 Nondiscrimination:

<https://policies.marin.edu/sites/default/files/AP3410-Nondiscrimination.pdf>

AP 3430 Prohibition of Harassment:

<https://policies.marin.edu/sites/default/files/AP3430-ProhibitionofHarassment.pdf>

AP 3435 Discrimination and Harassment Investigations:

<https://policies.marin.edu/sites/default/files/AP3435-DiscriminationandHarassmentInvestigations.pdf>

AP 3540 Sexual and Other Assaults on Campus:

<https://policies.marin.edu/sites/default/files/AP3540-SexualandOtherAssaultsonCampus.pdf>

Hard copies are also available at:

Kentfield Campus - Office of the Director of Student Activities & Advocacy

Student Services Center 254

and

Indian Valley Campus - Office of the Executive Director of Human Resources

Bldg. 11, 2nd Floor

CAMPUS SECURITY REPORT

College of Marin's annual Campus Security Report is available online at marin.edu/police/security-report.html. This report is required by federal law and contains policy statements and crime statistics for the school. The policy statements address the school's policies, procedures, and programs concerning safety and security; for example, policies for responding to emergency situations and sexual offenses. Three years' worth of statistics are included for certain types of crimes that were reported to have occurred on campus, in or on off-campus buildings or property owned or controlled by the school, and on public property within or immediately adjacent to the campus. You may also request a paper copy from the Police Department, Kentfield Campus. The District publishes and distributes the Annual Security Report to all students and employees each year by October 1, and is available to be downloaded from the College of Marin website under the "Administration/Campus Police" tab.