





**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT  
POLICY MANUAL**

<b>Title:</b> <b>UNLAWFUL DISCRIMINATION</b>	<b>Number:</b> <b>BP 2.30</b>
<b>Legal Authority:</b> <b>Title 5, California Code of Regulations, Sections 59300, et seq.; California Education Code Section 66250, et seq.; California Government Code Section 12900, et seq.; California Labor Code Sections 96(k) – 6403.5; Title VII of the Civil Rights Act of 1964, 42 U.S. Code Annotated Section 2000e-2; Title IX of the Education Amendments of 1972, 20 U.S.C. Section 1681, et seq., 34 C.F.R. Part 106, et seq.</b>	

**Retaliation**

It is unlawful for anyone to retaliate against someone who files an unlawful discrimination complaint, who refers a matter for investigation or complaint, who participates in an investigation of complaint, who represents or serves as an advocate for an alleged victim or alleged offender, or who otherwise furthers the principles of the District's policies against unlawful discrimination.

*Employees, students, or other persons acting on behalf of the District who engage in retaliation as defined in this policy or by state or federal law may be subject to discipline, up to and including discharge, expulsion, or termination.*

**Notice of Procedures**

A copy of written procedures regarding resolving complaints of unlawful discrimination and harassment, as provided in Administrative Procedure 2.31, shall be displayed in Class Schedules the College Catalog and posted on the District's websites in these policies and procedures and other appropriate locations.

**Responsible District Officer**

The Chancellor will identify a specific administrator to the State Chancellor's Office and to the public as the single District officer responsible for receiving all unlawful discrimination complaints filed pursuant to Title 5, section 59328 and/or Title IX, 20 U.S.C. §§ 1681, et seq., and for coordinating their investigation. *The administrator responsible for receiving complaints is the Title 5/EEO/ADA/Title IX Compliance Officer.* The actual investigation of complaints may be assigned to other staff or to outside



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unlawful discrimination and/or harassment. *Employees* shall be provided a copy of the District's policy on unlawful discrimination upon adoption of this revised policy, and thereafter on a periodic basis.

Revisions: 11/22/2013, 6/28/18, 6/27/19  
Reviewed by Participatory Governance on 4/18/19