

Policy 2020: District Civil Rights and Sexual Harassment Policy

Original Adopted Date: August 20th, 2025

Status: Approved

The CEO, or designated representative, is authorized to establish regulations in support of State and Federal laws relating to protected categories and rights.

The Santa Cruz County Provisional Community College District (SCCPCCD) is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities that are free from sexual harassment discrimination and/or retaliation. To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, the District will develop internal regulations and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of sexual harassment, and for allegations of retaliation as a result of this involvement. The District values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved.

Additionally, the District will act on any complaint or notice of possible harassment or discrimination on the basis of a protected class or right, except those of sexual harassment detailed and handled separately as noted above, within the context of an educational program or activity or under the District's jurisdiction. The District will develop internal regulations and procedures that affirm its commitment to promoting the goal of fairness and equity in a workplace and educational environment free from discrimination or harassment.

Reference: 34 CFR 106; 85 FR 30026; The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. 1092(f)); Violence Against Women Act of 1994; The Age Discrimination in Employment Act of 1967, as amended; Equal Pay Act of 1963, as amended; Executive Order 11246, as amended; Americans With Disabilities Act of 1990, Rehabilitation Act of 1973, Section 504, as amended; Title VI and Title VII of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972, as amended; Vietnam Era Veterans Readjustment Act of 1974, Section 402; ARS §15-1861-1869