

3034.            ADMINISTRATIVE REGULATIONS ON GENDER EQUITY

3034.1            It shall be the responsibility of the Director, Affirmative Action to administer these regulations.

3034.2            Definitions

- A.    Gender Equity: Fair and equal treatment of individuals irrespective of sex, in all educational and employment practices and environments. This includes all programs and benefits within the District. Gender Equity describes an educational environment in which the students and staff are not limited in the enjoyment of any right, privilege, advantage or opportunity because of gender.
- B.    Sex Discrimination: Actions which limit or deny a person or group of persons opportunities, privileges, roles or rewards on the basis of sex.

3034.3            Educational Programs and Activities

No person shall, on the basis of sex, be denied the benefit of, or be subjected to discrimination under any educational program or activity.

A.    Physical Education Classes

Physical education programs shall be conducted on a coeducational basis with the following exceptions:

- 1.    Grouping of students in physical education classes and activities by ability is not prohibited when assessment is by objective standards of individual performance which have been developed and are applied without regard to sex. However, if the use of such a standard has an adverse effect on members of one sex, the District shall use appropriate standards which do not have such effect.
- 2.    Students may be separated by sex within physical education classes or activities during participation in football, basketball, and other sports, the purpose or major activity of which involves bodily contact.
- 3.    Students whose religion prohibits coeducational physical education may be excused from such classes or be offered physical education on a sex-segregated basis.

B.    Competitive Athletics

Both males and females shall be provided equal opportunities to compete in athletics in a meaningful way. Discrimination on the basis of sex in intercollegiate, club, or intramural athletic programs offered by the District is prohibited. The District shall provide equal opportunity in athletic programs for members of both sexes. The District may offer

separate teams where: (a) the selection for teams is based on competitive skill; or (b) the sport involved is a contact sport (football, basketball or other sports the purpose or major activity of which involves bodily contact). If an institution offers a team in a given sport, other than a contact sport, for members of one sex only and opportunities for members of the excluded sex have been limited, members of the excluded sex must be allowed to try out for the team.

C. Student Services

1. Counseling and Testing

Different counseling or testing materials for males and females shall not be used unless the different materials cover the same occupations and interest areas for both sexes and the purpose of such material is to eliminate sex bias.

2. Financial Assistance

The District shall not require different eligibility standards for males and females in order to qualify for financial aid. The District shall not list or solicit funds which are restricted to either males or females.

3. Awards

The District may continue to make awards under special trusts or bequests which do designate a specific sex. However, it may do so only if the overall effect of the distribution of these restricted awards does not discriminate on the basis of sex.

D. Access to Courses

The District shall not provide any course or otherwise carry out any of its educational programs or activities separately on the basis of sex, or require or refuse participation therein by any of its students on such basis, including health, physical education, industrial, business, vocational, technical, home economics, music and adult education courses. The District shall strive to increase access to vocational education for individuals who have been underserved, improve consumer and homemaking education, and reduce the effects of sex role stereotyping on occupations, job skills, levels of competency, and career selection.

3034.4      Employment

The District shall not:

- A. Discharge, fail, or refuse to hire any individual or discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of such individual's race, color, religion, sex, or national origin.

- B. Limit, segregate, or classify employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect a person's status as an employee because of such individual's race, color, religion, sex or national origin.

3034.5      Gender Equity Complaint Process

- A. An individual who experiences sex discrimination should notify the Director, Affirmative Action who will pursue the matter through the informal procedures as outlined in Policy 3002 - Policy on Allegations of Unlawful Discrimination.
- B. If the matter is unresolved at the informal level, the complainant may file a formal complaint in accordance with the District's "Policy on Allegations of Unlawful Discrimination" (see Policy No. 3002). Formal complaint forms must be filed with the Affirmative Action Coordinator within one hundred twenty (120) days of the date of the alleged discrimination.