

LOS ANGELES COMMUNITY COLLEGES
BOARD RULES, CHAPTER XV
**PROHIBITED DISCRIMINATION, UNLAWFUL HARASSMENT,
AND SEXUAL MISCONDUCT (TITLE IX)**

15001. POLICY.

- A.** It is the policy of the Los Angeles Community College District is to provide a safe educational, employment and business environment free from Prohibited Discrimination, Unlawful Harassment, and Sexual Misconduct, as defined in the Administrative Regulations associated with this policy. Employees, students, or other persons acting on behalf of the District who engage in Prohibited Discrimination, Unlawful Harassment, or Sexual Misconduct as defined in the Administrative Regulations related to this policy or by state or federal law shall be subject to discipline, up to and including discharge, expulsion, or termination of contract.
- B.** The Los Angeles Community College District Board of Trustees condemns any act of Sexual Misconduct committed at any of its facilities or at any of its activities. The Los Angeles Community College District is committed to taking immediate and appropriate action upon learning of potential incidents of Sexual Misconduct.
- C.** Investigation of all complaints alleging violations of this Chapter shall be conducted under the auspices of the Office for Diversity, Equity and Inclusion. Implementation of temporary, interim sanctions shall be overseen by the Title IX Coordinator for that site, with the advice and consent of relevant administrators. Implementation of permanent sanctions shall be overseen by the College President or at the Educational Services Center ("ESC") by the Deputy Chancellor as set forth in the Administrative Regulations which compliment this policy.

Adopted 02-22-95
Amended 06-13-07
Amended 11-05-14
Amended 03-09-16

15002. ACADEMIC FREEDOM.

The Board of Trustees reaffirms its commitment to academic freedom, but recognizes that academic freedom does not allow Prohibited Discrimination. The discussion of ideas, taboos, behavior

or language which is an intrinsic part of the course content shall in no event constitute Prohibited Discrimination, Unlawful Harassment, or Sexual Misconduct. It is recognized that an essential function of education is a probing of received opinions and an exploration of ideas which may cause some students discomfort. It is further recognized that academic freedom ensures the faculty's right to teach and the student's right to learn.

Adopted 02-22-95
Amended 06-13-07
Amended 03-09-16

15003. DUTIES OF SUPERVISORS.

All Supervisors shall be responsible for maintaining a work environment consistent with this policy. Any Supervisor who becomes aware of a situation that could reasonably be perceived to be a violation of this policy has a duty to report that information to the Director, Office for Diversity, Equity and Inclusion.

Adopted 02-22-95
Amended 06-13-07
Amended 11-05-14
Amended 03-09-16

15004. PROCEDURES, ADMINISTRATIVE REGULATIONS.

- A.** The specific rules and procedures for reporting allegations of Prohibited Discrimination, Unlawful Harassment, and Sexual Misconduct and for pursuing available remedies are incorporated in a separate Administrative Regulation issued under the authority of the Chancellor. Copies may be obtained on the District website and from the Office for Diversity, Equity and Inclusion. Such Administrative Regulation covers both Title 5 and Title IX compliance and includes foundational information, process, and definitions.

- B.** Former Board Rule XVI is incorporated into this Board Rule and related Administrative Regulations.

Adopted 02-22-95
Amended 06-13-07
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