

APPENDIX II

Statement of Nondiscrimination

The Ventura County Community College District and its three colleges – Moorpark College, Oxnard College, and Ventura College – are committed to providing an equal opportunity for admissions, student financing, student support facilities and activities, and employment without regard to national origin, religion, age, sex, sexual orientation, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, marital status, physical or mental disability, pregnancy, or military and veteran status, or because he/she is perceived to have one or more of the foregoing characteristics or based on association with a person or group with one or more of these actual or perceived characteristics, in accordance with the requirements of Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 (as amended by the Equal Employment Opportunity Act of 1972), sections 503 and 504 of the Rehabilitation Act of 1973 and the Rehabilitation Act Amendments of 1974, Executive Order 11246 (as amended by Executive Order 11375), and the Federal Age Discrimination Employment Act of 1967 and the Age Discrimination Employment Act Amendments of 1978 and the Americans with Disabilities Act of 1992.

Students wishing to file complaints based upon discrimination on the basis of ethnic group identification, religion, age, gender, sexual orientation, color, or physical or mental disability and any other category of unlawful discrimination should contact the Vice President of Student Support below:

Moorpark College: Dr. Amanuel Gebru,
(805) 553-4065 or agebru@vcccd.edu

Oxnard College: Dr. Oscar Cobian, (805) 678-5937 or ocobian@vcccd.edu
Ventura College: Dr. Damien Peña, (805) 289-6113 or dpena@vcccd.edu

Maintaining an Environment of Civility and Mutual Respect

VCCCD and its colleges take all steps necessary to provide a positive educational and employment environment that encourages the full range of equal educational opportunities noted above without limiting any person's right to free speech. The colleges actively seek to educate staff members and students on the negative impacts of expressions of hatred or contempt, and discrimination. A more detailed review of expected respectful behavior is provided in the Student Conduct Code.

To better ensure appropriate, respectful behavior across campus, VCCCD and its colleges will take immediate and appropriate steps to investigate complaints of discrimination. VCCCD prohibits retaliation against any individual who files a complaint or who participates in a discrimination or discriminatory harassment inquiry. If you feel you have experienced discrimination at VCCCD or its colleges, initiate the Complaint Procedure outlined in the Sexual Harassment/Misconduct Policy later in this section. If you have any questions on how to proceed with your concerns or complaints, contact the Office of the Vice President, Student Support at:

Moorpark College: (805) 378-1400
Oxnard College: (805) 678-5937
Ventura College: (805) 289-6464

Appropriate Relationships

District employees should refrain from entering into intimate relationships with District colleagues if a reasonable person could conclude that an abuse of power exists or could potentially exist in that relationship.

Supervisors are prohibited from romantic or physical relationships with subordinates over whom they may have influence over job performance, job assignments, promotional opportunities, or pay increases. Faculty and other District employees are prohibited from engaging in romantic or physical relationships with students for whom which they have responsibility for supervision, evaluation, instruction, counseling, or other oversight.

Equal Opportunity Act

The Ventura County Community College District subscribes to and promotes the principles and implementation of equal employment opportunity and diversity.

Inquiries regarding related laws and regulations (<https://uscode.house.gov/statutes/pl/92/261.pdf>), and the corresponding Board policies may be directed to the:

Vice Chancellor of Human Resources
Ventura County Community College District
District Administrative Center
761 East Daily Drive
Camarillo, California 93010
Phone: (805) 652-5513