APPENDIX II

Statement of Nondiscrimination

The Ventura County Community College District (District) — comprised of Moorpark College, Oxnard College, and Ventura College — prohibits all forms of harassment and discrimination based on any of the following statuses: race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, or sexual orientation of any person, or on the basis of these perceived characteristics or based on the association with a person or group with one or more of these actual or perceived characteristics. The District enforces all state and federal laws and District policy prohibiting harassment and discrimination.

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. Leah Alarcon (Acting),
(805) 678-5195 or lalarcon@vcccd.edu
Ventura College: Dr. Jennifer Kalfsbeek-
Goetz, (805) 289-6042 or jkgoetz@vcccd.edu;
Cathy Bojorquez, (805) 289-6354 or cbojorquez@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 Chief Student Services Officer (CSSO) via the following links:

Moorpark College (https://www.moorparkcollege.edu/departments/administrative/office-of-student-support/)
Oxnard College (https://www.oxnardcollege.edu/departments/administrative/student-services-division/)
Ventura College (https://www.venturacollege.edu/departments/administrative/vice-president-student-affairs/)

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