

## 1.0 Nondiscrimination

- 1.1 Users shall not be denied access to the Los Rios Community College District Systems due to discrimination on the basis of ethnic group identification, race, color, sex, gender, gender identity, gender expression, pregnancy or childbirth-related condition, sexual orientation, sexual identity, religion or religious creed, age (over forty), national origin, ancestry, physical or mental disability, medical condition, political affiliation or belief, military and veteran status, or marital status.
- 1.2 All users have the right to be free from any conduct connected with the use of and access to the Systems which discriminates against any person on the basis of ethnic group identification, race, color, sex, gender, gender identity, gender expression, pregnancy or childbirth-related condition, sexual orientation, sexual identity, religion or religious creed, age (over forty), national origin, ancestry, physical or mental disability, medical condition, political affiliation or belief, military and veteran status, or marital status.

## 2.0 Complaints

- 2.1 Any user who believes he or she has been subject to discrimination on the basis of ethnic group identification, race, color, sex, gender, gender identity, gender expression, pregnancy or childbirth-related condition, sexual orientation, sexual identity, religion or religious creed, age (over forty), national origin, ancestry, physical or mental disability, medical condition, political affiliation or belief, military and veteran status, or marital status may seek a remedy pursuant to District Policies and Administrative Regulations. Upon receiving any such complaint, the District shall process the complaint in accordance with District Policies and Administrative Regulations.

## 3.0 Violation

- 3.1 An individual shall not be in violation of this policy unless the user has committed an affirmative act such as creating, distributing or saving “discriminatory” material. Discriminatory conduct does not include passive receipt of “discriminatory” material **in** which the user did not request or seek the material, unless the user displays discriminatory material in a location that can potentially be in view of other individuals with the intent that the material be seen by others.