The Board of Trustees of the Napa Valley Community College District, by adoption of this policy, reaffirms its commitment to providing an educational and employment environment in which full and equal access is available to all individuals. Guided by principles of democracy, the community college was established to provide access to higher education for everyone, and the district recognizes its responsibility to provide opportunities for full participation in the college experience. The district wishes to maintain a college spirit of inclusion and openness and to celebrate the strengths diversity brings to the campuses.

It is the policy of this district that no person shall be unlawfully denied full and equal access to, the benefits of, or be unlawfully subjected to discrimination, in whole or in part, on the basis of ethnic group identification, national origin, language, religion, age, sex, gender, gender identity, gender expression, genetic condition, genetic information, race, color, ancestry, sexual orientation, or physical or mental disability, or on the basis of these perceived characteristics or based on association with a person or group with one or more of these actual or perceived characteristics, in any program or activity offered by the Napa Valley Community College District.

As part of the policy of nondiscrimination, the district intends to provide an educational and employment environment free from unwelcome sexual advances, requests for sexual favors, sexual favoritism or other verbal or physical conduct or communications constituting sexual harassment. This policy also complies with the accessibility requirements of Section 508 of the Rehabilitation Act of 1973 in the development, procurement, maintenance, or use of electronic or information technology and responds to and resolves unlawful discrimination complaints regarding accessibility. Such complaints will be treated as complaints of discrimination on the basis of disability.

While ultimate administrative responsibility for the implementation and effectiveness of the district’s Equal Employment and Educational Opportunities Policy and plan rests with the Superintendent/President of the district, the board expects all employees to promote the principles of nondiscriminatory, ethical, fair treatment for everyone in the college community. Employees, students, or other persons acting on behalf of the district who engage in unlawful discrimination as defined in this policy or by state or federal law may be subject to discipline, up to and including discharge, termination, suspension, or expulsion.


The Napa Valley Community College District Governing Board reaffirms its commitment to academic freedom but recognizes that academic freedom does not allow any form of unlawful discrimination. Please consult I7100 for the complete district policy on academic freedom.


See accompanying administrative regulations.