



# Board Policy **3410**

## CALIFORNIA INDIAN NATIONS COLLEGE

### COLLEGE NON-DISCRIMINATION POLICY

California Indian Nations College (CINC) will not discriminate against any individual based on sensory, physical or mental abilities/disabilities, medical condition, age, sex, sexual orientation, gender identity, race, national origin, ethnicity, religion, language, marital status, tribal affiliation and non-tribal affiliation, socioeconomic status, veteran status, geographic region, and ancestry. The College expects staff, faculty, and students to treat each other with respect. CINC will not tolerate harassment or abusive treatment of any person for any reason. Verbal or physical conduct which is identified as harassment, intimidation, and/or creating a hostile work/learning environment is against federal law and is a violation of college policy. The College expects employees who feel threatened or intimidated by students, faculty, or staff to report such behavior to the Human Resources Officer or Dean, which may be escalated on a case by case basis to the Vice President or President.

The core mission of the College is to serve the interests of Native and non-Native students. CINC seeks to achieve diversity among its student bodies and among its employees. The College endeavors to ensure that people from all backgrounds, Native and non-Native, have access to California Indian Nations College. College admissions are open to students from all groups, and thus serves all parts of the community equitably to sustain a commitment to non-discrimination.


#### References:

**ACCJC Accreditation Standard Catalog Requirements (see page 18)**  
**ACCJC Accreditation Eligibility Requirement 20**

Effective Date: 6/18/19  
Latest Revision Date:  
Next Review Date: June 2024  
College President: Celeste R. Townsend  
Board of Trustees President: Darrell Mike

Approved:

  
College President

  
Board of Trustees President