



**ARTICLE 3100 GENERAL PROVISIONS ALL PERSONNEL**

**BP 3121 Diversity**

The Santa Monica Community College District is committed to building an inclusive and diverse environment and maintains a comprehensive program to ensure that practice reflects these principles. Diversity within the college environment provides opportunity to foster mutual awareness, knowledge, and sensitivity, to challenge ingrained stereotypes, and to promote mutual understanding and respect. The District is committed to a work and learning environment conducive to open discussion and the free exchange of ideas. Global awareness and exploring the diversity of the local communities served by the college are both important components of the College's commitment to diversity. Embodying, promoting and celebrating diversity inspires innovative ideas, practical solutions, and team-building in achieving the District's goal of professional and educational excellence.

*Approved by DPAC: 6/9/10*

*Approved: 8/3/2010*

**BP 3122 Sexual Misconduct**

Any sexual misconduct committed by an employee, student or member of the public that occurs on District property or at District activities is a violation of District policies and procedures, and is subject to all applicable punishment, including criminal procedures and employee or student discipline procedures. Students, faculty, and staff who may be victims of sexual misconduct shall be treated with dignity and provided comprehensive assistance.

The Superintendent/President shall establish administrative procedures to ensure that students, faculty and staff who are victims of sexual misconduct receive appropriate information and treatment, that educational information about preventing sexual violence is provided and publicized as required by law, and that perpetrators of sexual misconduct are appropriately punished.

*Approved: 7/7/2015*