



VENTURA COUNTY COMMUNITY COLLEGE DISTRICT

HUMAN RESOURCES DEPARTMENT

Unlawful Harassment/Discrimination Policy

AFFIRMATION OF THE VENTURA COUNTY COMMUNITY COLLEGE DISTRICT'S UNLAWFUL HARASSMENT/DISCRIMINATION POLICY

The Ventura County Community College District (District) 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 will enforce all state and federal laws and District policy prohibiting harassment and discrimination.

The District is committed to providing an academic and work environment free of unlawful harassment including sexual intimidation and exploitation, and will not tolerate any behavior that constitutes unlawful harassment of staff, students, or visitors. All employees and students are encouraged to report incidents of harassment and discrimination without fear of retaliation for filing a complaint or for participating in a harassment or discrimination investigation. The District will comply 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 will respond to and resolve discrimination complaints regarding accessibility. To request reasonable accommodations, applicants and employees should contact the Director of Human Resources Operations at (805) 652-5506. Students should contact the Student Services Dept. at their college or center.

Administrators, faculty, classified employees, and students should direct any complaint of harassment/discrimination to the local Intake Facilitator or to the Director of Human Resources Operations at (805) 652-5506. The following individuals are designated as Intake Facilitators:

Location	Name	Title	Contact Information
Moorpark College	Howard Davis	Dean	P: 805-553-4622 E: hdavis@vcccd.edu
	Jennifer Kalfsbeek-Goetz	Dean	P: 805-553-4155 E: jkgoetz@vcccd.edu
Oxnard College	Oscar Cobian	Vice President, Student Development	P: 805-678-5937 E: ocobian@vcccd.edu
	Deanna McFadden	Health Services Coordinator	P: 805-678-5032 E: dmcfadden@vcccd.edu
Ventura College	Lynn Wright	Dean	P: 805-289-6232 E: lwright@vcccd.edu
	Mary Jones	Health Services Coordinator	P: 805-289-6147 E: mjones@vcccd.edu
District Administrative Center	Michael Shanahan	Vice Chancellor, Human Resources	P: 805-652-5512 E: mshanahan@vcccd.edu

The VCCCD recognizes the importance of and is therefore committed to completing investigations and resolving complaints as quickly as possible in accordance with [Board Policy 3430](#), its associated Administrative Procedure, and [Title 5 regulations](#).

The VCCCD disseminates information regarding its policies and appropriate procedures on harassment and discrimination to all employees and students by announcing its existence in prominent places throughout the District, including college catalogs, schedule of classes, employee and/or student portal, on official District bulletin boards, and by direct communication.