

SMCCCD Travel Restrictions to States with Discriminatory Laws Toward Lesbian, Gay, Bi-sexual and/or Transgendered Individuals

Frequently Asked Questions

Why did the District adopt this practice?

In keeping with its core values of social justice and anti-discrimination, the San Mateo County Community College District has enacted practices consistent with California law by prohibiting District employees from traveling to states that have discriminatory laws against lesbian, gay, bi-sexual and transgendered individuals. This action by the San Mateo County Community College District underscores the respect and dignity it recognizes for its students, employees and all people.

When does the District travel restriction begin?

Immediately. August 10, 2017.

When will the District travel restriction end?

The prohibition on District-funded travel shall continue while any such law that discriminates on the basis of sexual orientation, gender identity, or gender expression remains in effect.

What travel is restricted?

District-funded or District-sponsored travel by employees and/or students to states with laws that are discriminatory to lesbian, gay, bi-sexual and/or transgendered individuals.

What states are subject to the travel restrictions?

The states of Alabama, Kansas, Kentucky, Mississippi, North Carolina, South Dakota, Tennessee, and Texas on the current travel prohibition list maintained by the California Attorney General.

How is it determined whether a state is subject to the travel prohibition?

Per California law (AB 1887), a state is subject to the travel prohibition if, after June 26, 2015, it has enacted a law that voids or repeals, or has the effect of voiding or repealing, existing state or local protections against discrimination on the basis of sexual orientation, gender identity, or gender expression, or has enacted a law that authorizes or requires discrimination against same-sex couples or their families or on the basis of sexual orientation, gender identity, or gender expression, including any law that creates an exemption to antidiscrimination laws in order to permit discrimination against same-sex couples or their families or on the basis of sexual orientation, gender identity, or gender expression.

Does the travel prohibition continue to apply to a state that has been removed from the prohibition list?

No. Travel to a state is prohibited only as long as that state remains on the current prohibition list.

What if another organization is paying for the travel expenses?

The travel is still prohibited, as you are attending in your capacity as an employee of the District and you will be on District time while traveling.

What if I have a layover while traveling on District business in one of the eight states restricted by this procedure?

Layovers in any of the eight states while traveling on District business to other destinations is permissible.

Does this District procedure apply to personal travel?

No. District regulations only prohibit the District from requiring employees to travel to a state subject to AB 1887's travel prohibition. In addition, the District regulation prohibits approving a request for District-funded or District-sponsored travel to such a state. Therefore, the restriction does not apply to any personal travel of a District employee who has approved leave on file.

Are there exceptions to this travel restriction?

The Districts expect to make few exceptions to this travel restriction. Any request for an exception should be directed, in writing, to Mitchell Bailey, Chief of Staff, Office of the Chancellor at baileym@smccd.edu.