

Physical Education 1164.108 H2 Introduction to Physical Fitness and Wellness

Fall 2025 – 2nd 8 Weeks Tuesday & Thursday 11:00 am – 12:20 pm COM Gym – Room 118

Instructor Information

Jason Abshire

Email: <u>jabshire@com.edu</u> Office Phone: 409-933-8439

Student Office Hours and Location: Student office hours are set aside for tutorials and questions about our class. To meet face-to-face during our student office hours Monday - Thursday, simply drop by my office, which is room 123 in the gym.

Virtual student office hours are scheduled for Fridays and will take place with Microsoft Teams. During that time, you will have the option of chatting and video conferencing to ask questions about the class. If you are interested in meeting virtually on Fridays, simply email me during our scheduled time and I will reply with a link to our Microsoft Teams meeting. See the schedule below.

Scheduled Student Office Hours:

Monday & Wednesday

• 12:30 pm – 2:45 pm – face-to-face in Gym 123

Tuesday & Thursday

• 2:00 pm – 3:00 pm – face-to-face in Gym 123

Friday

• 12:00 pm – 1:00 pm – virtual only on Microsoft Teams or COM email.

All other times during the week, including weekends, by appointment. Please contact me through COM email to schedule an in-person or virtual meeting outside of our scheduled student office hours.

Regular and Substantive Interaction (RSI): The U.S. Department of Education requires that all online courses incorporate regular, predictable, and substantive interactions between the instructor and the students in the class. Decades of research have established that teacher-student interactions are an essential component of learning, and that students succeed when engaged effectively online.

I look forward to engaging with you in our class and creating an active learning community. My commitment to regular and substantive interaction with you will include:

My Activity in Our Course: I typically attend all scheduled face-to-face classes. During that time, I will engage with you, respond to your inquiries, lead activities, and/or grade assignments, and provide meaningful feedback.

I will log into our course in D2L at least five (5) days per week at varies times of the day. I have also scheduled every Monday and Wednesday from 11:00 am – 12:20 pm to be logged into our course. During that time, I will also engage with you, respond to your inquiries, lead activities, and/or grade assignments and discussions, and provide meaningful feedback. You are not required to log in during this time, but you may, if you would like.

My Regular Interactions with You

I will moderate and actively participate in our discussion forums. I will do this by initiating new discussion topics, posting my own responses to the topic prompts, and responding to others' posts to connect ideas, proposing different viewpoints, and providing feedback.

Throughout the semester, I will provide "How Can I Help" check-ins through COM email. These messages focus on course content, assignments, and discussions. During these checkins, I will offer you the opportunity to schedule a face-to-face or virtual tutorial session. This is an open invitation throughout the semester to all students. Please contact me through COM email to schedule a weekday or weekend tutorial session. I am always happy to help

I have scheduled Virtual Student (office) Hours every Friday from 12:00 pm – 1:00 pm. During this time, I utilize Microsoft Teams or COM email to meet with students. If you are interested in meeting during this time, simply contact me through COM email. Once I receive your email request, I will reply with a Microsoft Teams meeting invitation link. This will allow us to meet using our webcams or to simply chat through Microsoft Teams. I will also respond to inquiries through COM email during this time.

I will provide timely and meaningful feedback on assignments and discussions. I typically grade and provide positive, personalized, and detailed feedback on assignments and discussion topics within 5 days of a due date. This includes written comments that highlight what may need to be revised and resubmitted for full credit. I often leave video notes, along with written comments, on the workouts you complete and submit throughout the semester.

I will use D2L Announcements to provide an overview of our weekly instructions. They will also contain reminders of our upcoming assignments and discussions and share information on previous topics, trends in assignments, or highlight key concepts.

My Responses to Your Inquiries:

Due to FERPA restrictions, faculty cannot share any information about performance in the class through personal email accounts. Electronic communication of this nature must be through your COM email.

I will respond to your inquiries through COM email, in a timely manner. During business days, I typically respond to all COM email messages within 24 hours. Business days refer to the official work week schedule and may exclude weekends, holidays, and sick days. On weekends, holidays, and sick days I typically respond to your inquiries within 24 – 48 hours.

Utilizing the COM Gym:

Hours of Operation

- Monday Friday from 7:00 am 7:00 pm
- Saturday from 8:00 am 12:00 pm
- Sunday from 12:00 pm 4:00 pm

To Enter and Use the COM Gym Facility

- You must have your COM I.D.
- If you do not have a COM I.D., to have one made, go to the Welcome Center which is on the 1st floor of our Administration Building (building #2).
- You must wear sneakers and appropriate gym attire ("yoga" pants, shorts, tank tops, t-shirts, etc.)

Required Textbook/Materials: A textbook is not required for this course. I will pass out hard copies of some of our lab activities and assignments in class. Other assignments and discussions will be completed on D2L.

Course Requirements:

- COM ID
- Pen or pencil
- Workout shoes and clothes
- Computer and internet access

Computer and internet access are necessary to complete some assignments. If you do not have a computer with internet access, you may utilize computers in the COM Library.

If you experience technology issues with COM software or applications (D2L, Office 365, etc.), immediately notify the COM Educational Technology department by submitting a support ticket. On our course menu in D2L, click on the Help with D2L link to submit your support ticket. You may also follow the link below to submit your support ticket:

http://de-support.com.edu/requests

Students are responsible for completing all course work by the due dates stated in the syllabus. Occasionally, the College may experience emergency campus-wide technology outages. Should this occur during an exam or submission of an assignment on D2L, you will need to notify the instructor. The due date will be extended after the campus-wide outage is confirmed by Informational Technology. An announcement/email will be sent to all students relaying the information about the new due date.

Technology issues outside of COM's control (personal computer problems, power outages, etc.) may justify an extension of an assignment due date. In these instances, contact me within 24 hours of the issue so we can discuss your options.

You are expected to upload assignments in the proper file format according to assignment directions. All COM students have access to Microsoft 365 which includes Word, Excel, and PowerPoint.

All assignments need to be submitted in one of the following approved formats:

- 1. If you are using Microsoft Office 365, no special modifications to the document are necessary. Simply save the assignments and upload them to D2L.
- 2. If you are using a program other than Microsoft Office (example: Apple apps), you will need to save the document in Word or PDF format and upload it to D2L.

If you create an assignment in Mac-specific programs such as "Pages" I will not be able to grade it. D2L cannot open Pages, Numbers, and HEIC files.

Assignments:

During the semester, you will complete assignments and workouts and review course material. You may be evaluated through instructor observation, assignment rubrics, peer assessment, and standardized testing. Below is a brief description of the assignments. Refer to the course outline on the syllabus for weekly due dates.

Discussion Board - Who Am I? = 25 pts.

The estimated amount of time needed to complete this assignment is 1 hour. This assignment is your chance to learn about your instructor and other students and share about yourself.

My Fitness Assessment (parts 1 & 2) = 55 pts.

The estimated amount of time needed to complete this assignment is 3 hours.

Part 1 – My Assessment – The "Non-Sweaty Stuff" 😊 = 35 pts.

This portion of the assignment is based on the 1st step of the self-help approach to behavior change, which is assessing behavior. You will determine your current fitness level by means of a general fitness assessment.

Part 2 – My Fitness Goals = 20 pts.

This is based on the 2nd and 3rd steps of the self-help approach to behavior change, which are setting goals and formulating an action plan. You will set fitness goals and develop an action plan for overcoming barriers you will experience while working towards these goals.

My Out of Class Workouts – How Will I Provide Proof of Completion? = 25 points

This assignment is under construction and will be available by the 1st day of class.

My Fitness & Wellness Program (parts 1 & 2) = 600 pts.

Part 1 – My Exercise Intensity = 20 pts.

The estimated amount of time needed to complete this part is 1 hour. This assignment is based on the 2nd step of the self-help approach to behavior change, which is setting goals. Before beginning your first workout, you will calculate a safe and effective training intensity to adhere to while completing cardiorespiratory "cardio" workouts.

Part 1 – My Fitness & Wellness Journal

The estimated amount of time needed to complete part 1 is 1 hour per week.

The practice of reflecting and journaling is a positive motivation tool. It is also a method for processing and retaining information learned from this course.

My Reflection Journal Entry = 4 weekly entries X 10 pts. = 40 pts.

This assignment is based on the 4th step of the self-help approach to behavior change, which is evaluating progress. Each week you track and reflect upon your weekly workouts in your fitness and wellness journal. I may also provide prompts and/or questions for you to respond to in your journal. This journal entry will help you identify any changes you need to make in your fitness & wellness program as you work towards your fitness goals.

My Mental Health Practice Entry = 4 weekly entries X 10 pts. = 40 pts.

This assignment is based on the 3rd step of the self-help approach to behavior change, which is formulating an action plan. Each week you choose 2 tools for improving your mental health and practice with those tools throughout the week. At least 1 of the 2 mental health tools you practice with must come from the three options in the instructions. Each week you will record the 2 mental health tools you practiced with in your fitness and wellness journal.

Part 2 – My Workouts = 20 workouts X 25 pts = 500 pts.

The estimated amount of time needed to complete part 2 is 15 hours. Your workouts are based on the 2nd, 3rd, and 4th steps of the self-help approach to behavior change, which are setting goals, formulating an action plan, and evaluating progress. You will complete and track 10 in class workouts and 10 out of class workouts (at least 30 minutes per workout) according to the schedule in the Course Outline on page 10.

My Diet (parts 1 - 7) = 90 pts.

The estimated amount of time needed to complete this assignment is 3 hours.

Part 1 - Social Constructs = 4 pts

You will answer questions and/or respond to the prompts regarding social constructs that may affect your wellness journey.

Part 2 – My Best Foods Forever (BFF) = 12 pts

You will use internet resources to research and respond to the prompts regarding foods that affect your mental health.

Part 3 – My Added Sugars = 4 pts

You will identify and list foods and drinks you consume, that are sources of added sugars in your diet.

Part 4 – Limitations to Tracking and Counting Calories = 14 pts

You will learn about the pros and cons of nutrition and activity tracking and the impact they may have on motivation.

Part 5 – Tracking My Food Intake & My "Amazon Review" = 16 pts

You will answer questions and/or respond to the prompts regarding your diet which tracking method(s) is best for you. After practicing with your preferred tracking method, you will also create an "Amazon type review".

Part 6 – My Nutritious Grocery List = 20 pts.

This portion of the assignment (see what I did there \bigcirc) is based on the 3rd step of the self-help approach to behavior change, which is formulating an action plan. You will create your own nutritious grocery list by considering your personal food preferences and current financial situation.

Part 7 – My Nutrition Goals = 20 pts

This is based on the 2nd and 3rd steps of the self-help approach to behavior change, which are setting goals and formulating an action plan. You will set nutrition goals and develop an action plan for overcoming barriers you will experience while working towards these goals.

My Health (parts 1 - 4) = 50 pts.

The estimated amount of time needed to complete this assignment is 2 hours.

Part 1 – How Old Will I Be?

First, you will need to decide how old you pretend to be for this assignment. Choose any chronological age from 50 – 80 years old.

Part 2 - My Real Age = 20 points

This assessment will compare your pretend chronological age from part 1 to your "RealAge". Your RealAge is how old your body thinks you are. You will also review the RealAge tips/recommendations and choose 3 to research further and learn how to decrease your RealAge. Then you will create an action plan for overcoming barriers you may experience while working towards this goal.

Part 3 - My Hypokinetic Disease Risks = 20 points

You will assess your risk of developing cancer, heart disease, stroke, osteoporosis, and diabetes. These 5 diseases are known as hypokinetic diseases. They are conditions associated with inactivity and poor fitness levels. You will also choose 1 of those 5 diseases to research and learn how to reduce your risk of developing the disease. Then you will create an action plan for overcoming barriers you may experience while working towards this goal.

Part 4 - My Infectious Disease Risks = 10 points

You will be completing online research on an infectious disease of your choice. You will identify 5 ways to increase and decrease your risk of the disease and respond to the prompts provided.

My Discussion Topics = 90 pts.

The estimated amount of time needed to complete each discussion is 2 hours.

The discussion topics will require critical thinking and application of knowledge. You will have the chance to reflect on your prior knowledge of the topics and share what you learn about them based on the information and prompts provided.

Topic #1 – The Dimensions of Wellness and the Stages of Change = 25 pts. You will share examples of how the dimensions of wellness and stages of change have

impacted your life.

Topic #2 – The Components of Fitness = 25 pts.

You will share examples of how the components of fitness may be involved in your future health and wellness.

Topic #3 – "Aha!" Wellness Experiences & Interview = 40 pts.

This semester you will learn things that have a positive impact on your wellness journey. You will reflect on what you consider your "Aha!" Wellness Experiences this semester and choose a friend, family member, peer, neighbor, co-worker, teacher, etc. to interview about their experiences. You will share those experiences with your peers on the discussion board.

My Final Fitness Assessment (parts 1 - 3) = 65 pts.

The estimated amount of time needed to complete this assignment is 3 hours.

Part 1 - My Assessment - The "Non-Sweaty Stuff" = 35 pts.

This part is based on the 4th step of the self-help approach to behavior change, which is evaluating progress.

Part 2 - My Assessment – The "Sweaty Stuff" = 15 pts.

This part of the assessment is based on the 1st step of the self-help approach to behavior change, which is assessing behavior. You will complete a cardiorespiratory test to measure your level of aerobic fitness. Level. There are four options: a 1 mile walk test, a 1.5 mile run or run & walk test, a 12-minute cycling test, and a 12-minute swim test. Choose the option that best fits your ability and fitness level.

Part 3 - Evaluating My Fitness & Wellness Program = 15 pts

You will evaluate the effectiveness of your fitness & wellness program and your goals and action plans. You will answer 3 questions about what you might need to add, take away, and/or adjust to your workouts, goals, and action plans.

Determination of Course Grade/Detailed Grading Formula:

Who Am I?	= 25 points
My Fitness Assessment	= 55 points
My Out of Class Workouts – How Will I Provide Proof of Completion?	= 25 points
My Fitness & Wellness Program	
My Exercise Intensity	= 20 points
 My Workouts (20 total X 25 pts. per) 	= 500 points
 My Fitness & Wellness Journal 	= 80 points
My Final Fitness Assessment	= 65 points
My Discussion Topics	
Topic #1	= 25 points
Topic #2	= 25 points
Topic #3	= 40 points
My Diet	= 90 points
My Health	= 50 points
Total Possible	= 1000 points

Grading Scale:

895 - 1000	points	= A
795 - 894	points	= B
595 - 794	points	= C
495 - 594	points	= D
0 - 494	points	= F

Late Work, Make-Up, and Extra Credit Policy: You are expected to complete and submit work on time. If you cannot submit an assignment by the due date, you may submit the assignment late and earn 100% credit. Late assignments are typically due within 7 days of the original due date. Assignments are not accepted for credit once the semester ends.

Extra credit is typically not offered. You will have an opportunity to revise (correct) and resubmit most assignments. All revisions and resubmissions are typically due within 14 days of the original due date. Revised assignments are not accepted once the semester ends.

Making up missed workouts. First, check the schedule on our syllabus to determine how many workouts are due each week. If you are unable to complete any of your required workouts due to a busy schedule, illness, injury, etc., you may make up those workouts without penalty. Below is the policy regarding make-up workouts:

- Options will be made available on the My Out of Class Workouts How Will I Provide Proof of Completion? assignment instructions on D2L.
- We will complete 10 in class workouts and 10 out of class workouts this semester.
- You may make up and earn credit for up to 6 missed in-class workouts.

- You may only earn credit for up to 2 make-up (extra) workouts per week. This is to protect you from overtraining.
- You choose which week(s) you would like to complete a make-up (extra) workout(s).
- For example, you may complete the required number of workouts on any given week (see the schedule on our syllabus) and complete up to 2 make-up (extra) workouts during that same week.
- Other options may be available depending on your situation.

Attendance Policy: You should attend class regularly. COM policy states that "students are not permitted a determined number of absences". Regular class attendance will be attending all scheduled classes and logging into D2L regularly each week. Expect to spend about 6 hours each week, in class and on D2L, reviewing announcements and instructions, participating in discussions and completing assignments and workouts.

Census Day Participation Policy: For Census Day purposes, participation in our hybrid class will be attending class face to face at least 1 time during the 1st week of class.

* Students in online classes must participate (as defined in the syllabus) during the first week of classes or they will be dropped from the class for non-attendance. Students who have not attended their in-person or hybrid class by Census Day will automatically be dropped from their class for non-attendance. (COM Student Handbook, pg. 27)

To remain in the class, you will need to attend class at least once before 10/20/25, which is Census Day.

Communicating With Your Instructor:

Due to FERPA restrictions, faculty cannot share any information about performance in the class through personal email accounts. Electronic communication of this nature must be through your COM email.

I will respond to your inquiries through COM email, in a timely manner. During business days, I typically respond to all COM email messages within 24 hours. Business days refer to the official work week schedule and may exclude weekends, holidays, and sick days. On weekends, holidays, and sick days I typically respond to your inquiries within 24 – 48 hours.

Student Learner Outcome (SLO)	Maps to Core Objective(s)	Assessed via this Assignment
Describe how the components of physical fitness impact health and wellness.	N/A	Discussion Topic #2 – Components of Fitness
Explain the influence of personal behaviors and personal responsibilities on the development, treatment, and prevention of hypokinetic diseases, infectious diseases, stress, and addiction.	N/A	My Health

Analyze the relationship between physical activity, inactivity, and nutrition on weight and body composition.	Empirical and Quantitative Skills	My Diet
Plan, implement, and evaluate a personal fitness program.	Critical Thinking	My Fitness & Wellness Program
Develop an appreciation and positive attitude for a healthy lifestyle and the effects of global trends on physical activity.	Teamwork and Communication	Discussion Topic #3 – "Aha!" Experiences

Academic Dishonesty: Academic dishonesty can include various behaviors, such as cheating, plagiarism, and fabricating information. Any academic dishonesty incident will be dealt with according to college policy and the Student Handbook. A grade of zero will be earned on the exam, quiz, discussion, lab and/or assignment the academic dishonesty occurred on.

Student Concerns: If you have any questions or concerns about any aspect of this course, please contact me using the contact information previously provided. If, after discussing your concern with me, you continue to have questions, please contact Sheena Abernathy, Science and Engineering Department Head, at 409-933-8330 or sabernathy@com.edu

Course Outline:

Week	Day	Date	Class Schedule	In Class Workouts	Fitness Journal Entries
Wk. 1	Tue 1	10/11	Class Discussion - PE Hall of Shame		
		10/14	Begin Fast Friends Questions 😊		
	Thur 10/16	Fast Friends Questions round #2 😊			
		10/16	Begin My Fitness Assessment		
VVK. I			Discussion – Who Am I?		
	Outside of Class Time		• due 10/21/25 in D2L		
			My Out of Class Workouts – How Will I Provide Proof of Completion?		
			 due 10/21/25 in D2L 		
	Tue	10/21	Fast Friends Questions round #3 😊	#1	
			Complete My Fitness Assessment	#1	
	Thur 10		Complete My Exercise Intensity		
Wk. 2		10/23	Active Learning – Cardio Lab	#2	
VVK. Z			Overview – Discussion #1		
	Outside of Class Time		Discussion Topic #1		
			• due 10/28/25 in D2L		
			Out of Class Workouts #3 & #4		
			• due 10/28/25 in class		
	Tue	10/28	Complete Goal Setting	#5	
Wk. 3	Thur	10/30	Active Learning – Fitness & Wellness Journal	#6	#1
VVK. 3	Outside of Class		Out of Class Workouts #7 & #8		
	Time		• due 11/4/25 in class		
Wk. 4	Tue 11/4		We will be in a computer lab on this day		
VV K. 4	Tue 11/	11/4	Begin My Diet assignment		

	Thur	11/6	Active Learning – Sugar Shock	#9	#2
			My Diet assignment		
	Outside of Class Time		• due 11/11/25 in D2L		
			Out of Class Workouts #10 & #11		
			• due 11/11/25 in class		
	Tue	11/11	Active Learning – Strength Training	#12	
	Thur	11/13	Overview – Discussion Topic #2	#13	#3
Wk. 5			Discussion Topic #2		
WK. 5	Outside of Class		• due 11/18/25 in D2L		
	Time		Out of Class Workouts #14 & #15		
			• due 11/18/25 in class		
	Tue	11/18	Begin My Health assignment	#16	
	Thur	11/20	Overview - Discussion Topic #3	#17	#4
Wk. 6			My Health assignment		
WK. O	Outside of Class		• due 11/25/25 on D2L		
	Time		Out of Class Workouts #18 & #19		
			 due 11/25/25 in class 		
	Tue	11/25	Begin – My Final Fitness Assessment	#20	
Wk. 7	Thur	11/27	Campus Closed – Thanksgiving Holiday		
VVK. 7	Outside of Class		Discussion Topic #3		
	Time		• due 12/2/25 in D2L		
	Tue	12/2	Complete - My Final Fitness Assessment		
Wk. 8	Thur	12/4	Make-Up Workouts		
	Outside of Class		Make-Up Workouts		
	Time		 due 12/4/25 in class 		

Classroom Conduct Policy: College of the Mainland requires that students enrolled at COM be familiar with the Standards of Student Conduct, which can be found in the on-line Student Handbook. https://www.com.edu/student-services/student-handbook.html. Any violations of the Code of Conduct will result in a referral to the Office for student Conduct and may result in dismissal from this class.

Honors Credit: Honors contracts are special projects that extend the work we do in class. They are for ambitious students who wish to deepen their knowledge and experiences of the practices and ideas related to this class. They require students to earn at least a B in class and approval from me since the Honors Contract will require the student and I to work closely together. Please speak with me if you are interested or have questions and visit this site for more information: https://www.com.edu/honorsprogram/.

The GCIC Academic Symposium: COM's GCIC Academic Symposium is an opportunity for students to showcase their best academic and creative projects. Participation in the symposium helps develop your professional skills and widen your professional networks; it should be noted on your resume/CV. The symposium is on Friday, April 10, 2026. The abstract submission deadline is Thursday, February 12, 2026. Please speak with me if you are

interested or have questions and visit this site for more information: https://www.com.edu/symposium/

Institutional Policies and Guidelines

Grade Appeal Process: Concerns about the accuracy of grades should first be discussed with the instructor. A request for a change of grade is a formal request and must be made within six months of the grade assignment. Directions for filing an appeal can be found in the student handbook https://www.com.edu/student-services/student-handbook.html. An appeal will not be considered because of general dissatisfaction with a grade, penalty, or outcome of a course. Disagreement with the instructor's professional judgment of the quality of the student's work and performance is also not an admissible basis for a grade appeal.

Academic Success & Support Services: College of the Mainland is committed to providing students the necessary support and tools for success in their college careers. Support is offered through our Tutoring Services, Library, Counseling, and through Student Services. Please discuss any concerns with your faculty or an advisor.

ADA Statement: Any student with a documented disability needing academic accommodation is requested to contact:

Kimberly Lachney, Student Accessibility Services Coordinator

Phone: 409-933-8919

Email: <u>AccessibilityServices@com.edu</u>

Location: COM Doyle Family Administration Building, Student Success Center

Textbook Purchasing Statement: A student attending College of the Mainland is not under any obligation to purchase a textbook from the college-affiliated bookstore. The same textbook may also be available from an independent retailer, including an online retailer.

Withdrawal Policy: Students may withdraw from this course for any reason prior to the last eligible day for a "W" grade. Before withdrawing, students should speak with the instructor and consult an advisor. Students are permitted to withdraw only six times during their college career by state law. The last date to withdraw from the 1st 8-week session is October 1. The last date to withdraw from the 16-week session is November 14. The last date to withdraw for the 2nd 8-week session is November 25.

FN Grading: The FN grade is issued in cases of *failure due to a lack of attendance*, as determined by the instructor. The FN grade may be issued for cases in which the student ceases or fails to attend class, submit assignments, or participate in required capacities, and for which the student has failed to withdraw. The issuing of the FN grade is at the discretion of the instructor. The last date of attendance should be documented for submission of an FN grade.

Early Alert Program: The Student Success Center at College of the Mainland has implemented an Early Alert Program because student success and retention are very important to us. I have

been asked to refer students to the program throughout the semester if they are having difficulty completing assignments or have poor attendance. If you are referred to the Early Alert Program you will be contacted by someone in the Student Success Center who will schedule a meeting with you to see what assistance they can offer in order for you to meet your academic goals.

Resources to Help with Stress:

If you are experiencing stress or anxiety about your daily living needs including food, housing or just feel you could benefit from free resources to help you through a difficult time, please click here https://www.com.edu/community-resource-center/. College of the Mainland has partnered with free community resources to help you stay on track with your schoolwork, by addressing life issues that get in the way of doing your best in school. All services are private and confidential. You may also contact the Dean of Students office at deanofstudents@com.edu or communityresources@com.edu.

Nondiscrimination Statement:

The College District prohibits discrimination, including harassment, against any individual on the basis of race, color, religion, national origin, age, veteran status, disability, sex, sexual orientation, gender (including gender identity and gender expression), or any other basis prohibited by law. Retaliation against anyone involved in the complaint process is a violation of College District policy.