



Silicon Valley  
Adult Education

Changing Students' Lives • Creating Brighter Futures

# ADULT EDUCATION

## FALL 2026 COURSE CATALOG

Registration Opens Tuesday, July 7, 8:00 a.m.



[SVAEP.org](https://SVAEP.org)



408-723-6450



760 Hillside Ave  
San Jose, CA 95136

*Inspire.* **Engage.** *Connect.*



## DEAR COMMUNITY MEMBERS,

We are thrilled to invite you to register for our Fall 2026 classes at Silicon Valley Adult Education (SVAE)!

SVAE is a proud member of the South Bay Consortium for Adult Education, and is accredited by the Western Association of Schools and Colleges (WASC). We have dedicated and caring teachers and support staff ready to assist you throughout your educational journey.

Whether you're eager to learn something new or advance your career, we offer something for everyone. We have both day and evening classes throughout the school year to fit your educational needs. Our programs are designed to help individuals learn adult basic education skills, improve their English skills, earn their high school diploma or equivalency, and acquire valuable career and technical education job skills in areas like Automotive Maintenance & Light Repair, Metals Technology (Welding), and Medical Assistant.

Adult education touches on many aspects of our education system and workforce development. It's not just about one path—it's about providing opportunities for personal and professional growth across various fields.

Investing in your education is one of the best decisions you can make. By continuing your education, you open doors to better job opportunities, personal development, and a brighter future for you and your family.

Register today and take the first step toward your journey to success!

Sincerely,

Kiran Grewal,  
Assistant Superintendent, Educational Services

# TABLE OF CONTENTS

# FALL 2026 SCHOOL CALENDAR

## CAREER TECHNICAL EDUCATION 6-8

Automotive Maintenance & Light Repair 6

Metals Technology (Welding) 6

Medical Assistant 7

Medical Terminology with ESL Support 7

Medical Assistant Back Office with ESL Support 8

## ENGLISH AS A SECOND LANGUAGE 9

## HIGH SCHOOL DIPLOMA 10

## GED/HIGH SCHOOL EQUIVALENCY 11-12

## STUDENT LEADER 13

## STUDENT SUPPORT SERVICES 14-18

Support Services 14

CalWORKs Program 15

Alumni 16

Policies 17-18

## REGISTRATION INFO 19

**FALL 2026  
REGISTRATION OPENS**

**Tuesday, July 7  
at 8:00 a.m.**

**NOTE:** Registration for ESL, High School Diploma, and Medical Assisting classes are ongoing.

Visit [SVAEP.org](http://SVAEP.org) or call (408) 723-6450

**FALL SEMESTER STARTS  
August 6, 2026**

**FALL BREAK  
September 28 -  
October 2, 2026**

**THANKSGIVING BREAK  
November 23-27, 2026**

**FALL SEMESTER ENDS  
December 17, 2026**

**SPRING SEMESTER  
BEGINS  
January 5, 2027**

**Check for Updates  
[svae.metroed.net/calendar](http://svae.metroed.net/calendar)**



# Welcome to Silicon Valley Adult Education



**Silicon Valley Adult Education (SVAE)** is part of the Metropolitan Education District (MetroED). It offers adult education classes FREE of charge or low cost to adults 18 years or older. SVAE provides entry-level and advanced courses in Career Technical Education as well as free English as a Second Language (ESL), Adult Basic Education (ABE), and High School Equivalency (HSE) preparation for General Educational Development (GED) and High School Equivalency Test (HiSET) and High School Diploma (HSD) courses on-campus.

For more information about programs and services in addition to this catalog, visit the school website at [SVAEP.org](http://SVAEP.org) or call us at 408-723-6450.

## Mission

We inspire, engage, and connect for success in life, college, and careers.

## Vision

We will become the model of authentic career technical and adult learning through high-quality instruction, staff, partnership and facilities.

## Guiding Values

- Collaboration
- Compassion
- Creativity
- Equity
- Integrity



## METROPOLITAN EDUCATION DISTRICT

**Erin O'Neill, Superintendent**

### Governing Board

**Linda Goytia**  
**Jim Canova**  
**Brian Wheatley**  
**Katherine Tseng**  
**J. Manuel Herrera**  
**Dr. Anu Nakka**

President, Campbell Union High School District  
Vice President, Santa Clara Unified School District  
Board Clerk, San Jose Unified School District  
Los Gatos-Saratoga Union High School District  
East Side Union High School District  
Milpitas Unified School District

### SVAE Leadership Team

**Kiran Grewal**  
**Maliheh Vafai, Ph.D.**  
**Lars Guntvedt**

Assistant Superintendent, Educational Services  
Director  
AE Coordinator/Assistant Principal

## Open the door to your next opportunity!



To learn more about educational pathways for  
adults at our member schools and colleges,  
visit [opendoorssouthbay.org](https://opendoorssouthbay.org)

### South Bay Consortium for Adult Education Members:

Campbell Adult and Community Ed • East Side Adult Ed • Milpitas Adult Ed  
• Santa Clara Adult Ed • Silicon Valley Adult Ed • Evergreen Valley College  
• Mission College • San Jose City College • West Valley College

# SOUTH BAY CONSORTIUM

## Silicon Valley Adult Education is a Member of the South Bay Consortium for Adult Education (SBCAE)

The South Bay Consortium for Adult Education collaborates with four colleges and five adult schools in Santa Clara County, serving more than 30,000 adult education students every year. We are working together to build pathways for adult learners to achieve economic self-sufficiency in an area with one of the highest costs of living in the nation. Our consortium is committed to positively impacting the local workforce, and building a just economy and healthy community.



**Campbell Adult and Community Education** - [cace.cuhsd.org](http://cace.cuhsd.org)

**East Side Adult Education** - [adulthoodeducation.esuhsd.org](http://adulthoodeducation.esuhsd.org)

**Milpitas Adult Education** - [adulthoodeducation.musd.org](http://adulthoodeducation.musd.org)

**Santa Clara Adult Education** - [santaclaradulthoodeducation.org](http://santaclaradulthoodeducation.org)

**San Jose City College** - [sjcc.edu](http://sjcc.edu)

**Silicon Valley Adult Education** - [SVAEP.org](http://SVAEP.org)

**Evergreen Valley College** - [evc.edu](http://evc.edu)

**Mission College** - [missioncollege.edu](http://missioncollege.edu)





**West Valley College** - [westvalley.edu](http://westvalley.edu)



# Welcome to the Fall Term

We are thrilled to unveil our new Fall 2026 catalog! Explore the new classes we have available and discover opportunities to learn and grow with us. Whether you're looking to advance your career, pick up a new hobby, or enhance your skills, our diverse course offerings are designed to meet your needs. Join our vibrant community of learners and take the first step toward achieving your goals. Dive in and see what adventures await you this season.

## Key to Class Notations

Day	Time	Date	Fee
M	8:30 - 11:45 a.m.	8/6 -12/8	\$100
			
Day	Time	Start/End	Fee

## Office Hours

Monday to Thursday:  
8:00 a.m. to 8:30 p.m.

Friday: 8:00 a.m. to 4:30 p.m.

## More Information



[SVAEP.org](https://SVAEP.org)



[408-723-6450](tel:408-723-6450)



[svaeregistration@metroed.net](mailto:svaeregistration@metroed.net)



[760 Hillsdale Ave  
San Jose, CA 95136](#)

## Follow Us On

 **FACEBOOK**  
/METROED.SVAE



**YOUTUBE**  
/METROED



Fully accredited by the schools  
commission of the Western Association of  
Schools and Colleges.



*On July 9, 2023, SVAE was granted their third full six-year WASC Accreditation!*

# CAREER TECHNICAL EDUCATION (CTE)

Embark on a transformative learning journey that will empower you with valuable skills and open doors to exciting career opportunities. Our comprehensive Career Technical Education (CTE) courses allow you to earn certifications, enhance your trade skills, and advance your career.

## THREE REASONS TO ENROLL IN CAREER TRAINING:

- 1 Classes taught by industry professionals.
- 2 Short-term training allows you to enter the workforce faster.
- 3 Gain the skills employers want and stand out in the job market.

## AUTOMOTIVE MAINTENANCE & LIGHT REPAIR\*

This course provides entry level skills for students to find their first job in automotive repair. Based on the ASE Entry Level Certification program, this is a series of eight exams designed to enable students to quickly master the foundational skills required for the ASE MLR G1 Certification award.



Day	Time	Date	Fee
T, W, Th	6:00 to 9:00 p.m.	8/18-12/17	\$570



## METALS TECHNOLOGY (WELDING)\*

This course provides students with entry level and intermediate skills in metal design and fabrication to prepare them for industry certifications in welding and employment in metals technology occupations.

Day	Time	Date	Fee
T, Th	5:00 to 9:00 p.m.	8/18-12/17	\$670

\* Certification(s) Available | + Prerequisites

# CAREER TECHNICAL EDUCATION (CTE)

## HEALTH SCIENCE AND MEDICAL

### MEDICAL ASSISTANT\*+

This course is a one-year program consisting of eight modules and a month of externship. Each module meets daily for five to six weeks. At the end of the course, students will demonstrate mastery in front and back medical office procedures. Students may begin the program at the start of any module, as space is available.



Day	Time	Date	Fee
M - F	8:30 to 11:45 a.m.	8/6-5/25	\$2,100

**Prerequisite:** High School Diploma/GED, A physical exam and shots (TB, Tdap, Hep B) are required by the start of the class.

### MEDICAL TERMINOLOGY WITH ESL SUPPORT+



This class is designed for English language learners as a stepping stone into a healthcare pathway. Students are supported in language learning while learning to recognize word roots, prefixes, and suffixes used in medical language. Learn how to combine words to create meaningful medical conditions, comprehend their definition, and know the correct spelling. Emphasis is on medical terminology, anatomy and physiology communication, medical ethics, and legality.

**Prerequisite:** All students will take the CASAS reading assessment for placement before they are registered in a class

\*Provided by The ELL Healthcare Pathways Grant

**Note:** This class meets the prerequisites for the Medical Assistant Back Office class.

Day	Time	Date	Fee
M, W	6:30 to 9:00 p.m.	8/17-12/16	FREE

\* Certification(s) Available | +Prerequisites

# CAREER TECHNICAL EDUCATION (CTE) HEALTH SCIENCE AND MEDICAL

## MEDICAL ASSISTANT BACK OFFICE, WITH ESL SUPPORT\*+

This class is designed for English Language Learners after meeting the prerequisites. It trains students to assist physicians in the back office of a doctors office, clinic, with basic patient care procedures including lab work. A 120 to 160 hours clinical assignment at a different site by arrangement is required.



Day	Time	Date	Fee
T, Th	5:00 to 9:00 p.m.	8/18-12/17	FREE

**Prerequisite:** High School reading level and passing Medical Terminology with a “C” or better. A physical exam and shots (TB, Tdap, Flu, Titer) are required by the fifth week of class. All students will take the CASAS reading assessment for placement before they are registered in a class.

\*Provided by The ELL Healthcare Pathways Grant



\* Certification(s) Available | +Prerequisites

# LEARN ENGLISH

## ENGLISH AS A SECOND LANGUAGE

The Silicon Valley Adult Education program offers English as a Second Language (ESL) classes, from basic literacy to advanced levels. Classes assist students in language acquisition by developing skills in listening, speaking, reading, and writing. We strive to make each person successful in a global society.

### INGLÉS COMO SEGUNDO IDIOMA

El Programa de Educación para Adultos de Silicon Valley ofrece clases de inglés como segundo idioma (ESL), desde alfabetización básica hasta niveles avanzados. Las clases ayudan a los estudiantes en la adquisición del lenguaje mediante el desarrollo de habilidades para escuchar, hablar, leer y escribir. Nos esforzamos por hacer que cada persona tenga éxito en una sociedad global.

### TIẾNG ANH NHƯ MỘT NGÔN NGỮ THỨ HAI

Chương trình Giáo dục Người lớn tại Thung lũng Silicon cung cấp các lớp học tiếng Anh như ngôn ngữ thứ hai (ESL), từ trình độ đọc viết cơ bản đến trình độ nâng cao. Các lớp học hỗ trợ học sinh tiếp thu ngôn ngữ bằng cách phát triển các kỹ năng nghe, nói, đọc và viết. Chúng tôi cố gắng giúp mỗi người thành công trong một xã hội toàn cầu.

Day	Time	Date	Fee
M - F	8:30 to 11:45 a.m.	8/6-12/18	FREE
M - Th	5:45 to 9:00 p.m.	8/6-12/17	FREE

**Prerequisite:** All students will take the CASAS reading and listening assessment for placement before they are assigned a class.

*You may enroll and begin anytime after the start date.*

**Textbook:** Provided in the classroom.



# FINISH HIGH SCHOOL

## HIGH SCHOOL DIPLOMA

Silicon Valley Adult Education provides the opportunity to attain a high school diploma by concentrating on one subject at a time.

Classes are offered during the morning and evening to accommodate student schedules. Classes are designed for adult students to complete the courses necessary for their high school diploma. Students work at their own pace on individual course plans. To improve flexibility and accessibility to the program, this class is offered in the hybrid model, part online and part in-person instruction.

SVAE is fully accredited by the Western Association of Schools and Colleges (WASC). All of the offered classes meet the requirements for high school.

Day	Time	Date	Fee
M - F	8:30 to 11:45 a.m.	8/6-12/18	FREE
M - Th	5:45 to 9:00 p.m.	8/6-12/17	FREE

**Prerequisite:** All students are required to take the CASAS reading and math assessment for placement before they are assigned a class.

### Graduation Requirements:

English .....	40
World History .....	10
U.S. History.....	10
U.S. Government.....	5
Economics.....	5
Mathematics.....	10
Algebra.....	10
Biological Science .....	10
Physical Science .....	10
Fine Arts or Foreign Language .....	10
Electives .....	30
Computer Literacy (Recommended)	
TOTAL SEMESTER CREDITS.....	150

### For new High School

**Diploma students:** Obtain official transcripts from your last high school.



# FINISH HIGH SCHOOL HIGH SCHOOL EQUIVALENCY



## SPANISH GED HIGH SCHOOL EQUIVALENCY+

This course offers an accelerated path for High School Equivalency (HSE) students to complete their high school education. Instruction and instructional material will be delivered in Spanish, and GED Testing in Spanish is available on-site by authorized Pearson-Vue testing.

Day	Time	Date	Fee
M - Th	5:45 to 9:00 p.m.	8/6-12/17	FREE

## HIGH SCHOOL EQUIVALENCY+

Silicon Valley Adult Education offers High School Equivalency classes in English. Registration is free for HSE classes. All students will take the CASAS reading and math assessment for placement and meet with a counselor before they are registered in a class. Students must be able to speak, read, and write English. HSE exams are offered in a computer-based format on the Silicon Valley Adult Education campus.



### For High School Equivalency students:

Obtain official transcripts from your last high school.

Day	Time	Date	Fee
M - F	8:30 to 11:45 a.m.	8/6-12/18	FREE
M - Th	5:45 to 9:00 p.m.	8/6-12/17	FREE

**\*\*Prerequisite:** All students are required to take the CASAS reading and/or math assessment for placement before they are registered in a class.

[+ Prerequisites](#)

# FINISH HIGH SCHOOL

## HIGH SCHOOL EQUIVALENCY TESTS

### TESTING INFORMATION

Computer-based testing is available in English or Spanish. Check age and testing requirements at [www.cde.ca.gov/ta/tg/gd/](http://www.cde.ca.gov/ta/tg/gd/). Bring a valid government-issued photo ID to register and on test day. Out-of-state or foreign IDs require proof of CA residency (utility bill, bank statement, employment documents). Change or cancel appointments at least 24 hours before the exam date.

# HiSET



### HiSET Information

Candidates will be tested in five (5) core areas:

- Language Arts – Reading
- Language Arts – Writing
- Mathematics
- Science
- Social Studies

#### Cost:

- \$175 entire HiSET® test battery (5 subtests)
- \$31 per content area
- \$14 -\$29 retest fee (Discounts may be offered by HiSET®)

#### How to Register:

Create a test-taker account and schedule online at: [hiset.org](http://hiset.org)

#### Questions?

Call: 1-855-MY-HiSET  
(1-855-694-4738)

### GED Information

Candidates will be tested in four (4) content areas:

- Reasoning Through Language Arts
- Mathematical Reasoning
- Science
- Social Studies

#### Cost:

- \$164 entire GED® test battery (4 subtests)
- \$41 per content area
- \$15 retest fee (Discounts may be offered by GED®)

#### How to Register:

Create a test-taker account and schedule your tests online at: [MyGED.com](http://MyGED.com)

#### Questions?

Call: 1-877-EXAM-GED  
(1-877-392-6433)

# STUDENT ENGAGEMENT GET INVOLVED

## Become a Student Leader

As a Silicon Valley Adult Education student leader, you'll collaborate with peers, support campus events, and represent the student voice.

Student leaders participate in biweekly meetings and take an active role in organizing and supporting events such as Second Harvest Food Bank distribution days, open house, graduation, and other campus activities.



### Skills You'll Gain

- ✔ Leadership & Teamwork
- ✔ Student Engagement
- ✔ Communication
- ✔ Event Planning Experience



Scan the QR code for more details.

 [svae.metroed.net/StudentLeader](https://svae.metroed.net/StudentLeader)

# SUPPORT SERVICES

## Dual Enrollment

Dual enrollment allows you to take community college classes for FREE while enrolled in a High School Diploma or Equivalency course. It's a great option if you are trying to graduate sooner, get an advanced degree, or be hired for a better job.



Contact the Transition Specialist below 

**Arezoo Miller,  
Transition  
Specialist**

[amiller@metroed.net](mailto:amiller@metroed.net)  
408-723-6470

## Transition Specialist

- Supports students in setting and achieving college and career goals
- Connects students to resources that guide their academic and professional pathways
- Provides coaching on essential job-seeking skills, including resume writing and interview techniques
- Prepares students to enter the workforce with confidence and professionalism

## Counseling

- Provides personalized guidance to help students choose between High School Equivalency (HSE) and HS Diploma (HSD) pathways
- Offers academic and career advising tailored to individual goals
- Supports students in managing stress and balancing work, school, and personal responsibilities
- Connects students with resources and support services within the school and broader community

**Angelica Vila,  
Counselor**

[avila@metroed.net](mailto:avila@metroed.net)  
408-723-4212

# CALWORKS

## HELPING FAMILIES WITH THE ESSENTIALS



The award-winning MetroED CalWORKS program, a partnership between the Metropolitan Education District and the Department of Social Services, is a state-funded program that supports low-income students with dependent children who are receiving county assistance.

CalWORKS offers an array of supportive services designed to assist students in obtaining the educational level they require to transition off of cash assistance and ultimately achieve long-term self-sufficiency.

### *CalWORKS Benefits:*

- ✓ Educational Training
- ✓ Adult Basic Education/ GED Preparation Classes
- ✓ Job Development
- ✓ Work-Study
- ✓ Work Experience/ Community Service
- ✓ Personal Development
- ✓ Mentoring
- ✓ ESL/Vocational ESL

**AND MORE....**

Scan the QR code for more details.



# ALUMNI ENGAGEMENT

## GET INVOLVED

# Calling all Alumni

Are you a former San Jose Technical High, Regional Vocational Center (RVC), Central County Occupational Center (CCOC), Silicon Valley Career Technical Education (SVCTE), Metropolitan Adult Education Program (MAEP), or Silicon Valley Adult Education (SVAE) student? Share your story on the respective alumni webpage.



“ Even though it's a small class, it has a great reputation and a lot of potential and opportunities for every generation and our future. ”

**- Victoria Ledesma Torres**

*2023-2024 SVAE Medical Assistant Student*

*Share your story*



**SVAE Alumni**



**[svae.metroed.net/Alumni](https://svae.metroed.net/Alumni)**



### ADMISSION AND ENROLLMENT REQUIREMENTS

Classes are open to adults 18 and older, regardless of residency or citizenship.

### CHILDREN

Children are not permitted during testing and in any Silicon Valley Adult Education class or assessment sessions. Adult education students who bring children to class will be asked to take their children home.

### CLOSED CAMPUS

Non-students and non-service dogs are not allowed on campus. No loitering. All students are required to wear their ID badges while on campus. Students must leave the campus if they are not in class.

### COURSE CANCELLATIONS

If there is insufficient enrollment before the class is scheduled to start or there are challenges with instructor availability, we reserve the right to cancel the course.

### DISCLAIMER

No medical insurance is provided for any accident or injury sustained while participating in an adult education class. SVAE does not assume responsibility for injuries or accidents that might occur through no negligence on the part of the Metropolitan Education District.

### FEES

Some programs and classes are NOT tax supported. Fees vary according to length and type of class and are payable by credit card or cash.

### PARKING

Students and visitors are encouraged to park in front of SVAE buildings and display their parking pass. Please follow the driving signs and arrows, and drive the 5 miles per hour speed limit. We are not liable for any damages incurred by vehicles parked in the school parking lots. Park at your own risk.

### REFUNDS

There are NO refunds once class begins. You will be notified of any cancellations, and if fees are applied, your money will be refunded.

# GENERAL POLICIES

## OTHER RESOURCES

### SEXUAL HARASSMENT

Metropolitan Education District Governing Board Sexual Harassment [Board Policy 5145.7](#) applies to all students participating in adult school classes offered at this facility.

### SMOKING

Smoking and/or the use of tobacco products are not permitted at any time in the buildings or on the grounds of the Metropolitan Education District. Smoking and/or the use of tobacco products is also prohibited in any district-owned vehicle. ([Board Policy 3513.3](#))

### UNIFORM COMPLAINT

The District recognizes its responsibility to ensure compliance with state and federal laws and regulations governing education programs and activities. Therefore, following state guidelines, the District has adopted "[Uniform Complaint Procedures](#)," which shall be followed when addressing complaints alleging unlawful discrimination, harassment, or intimidation, or failure to comply with state or federal law related to adult education programs.

### WAIT LIST

Students may be placed on a waiting list until there is space in a class.

Websites for searching ESL classes and other services for new immigrants in the Santa Clara county:

- [sbcae.org/programs/esl/](http://sbcae.org/programs/esl/)
- [SjPL.org/Citizenship](http://SjPL.org/Citizenship)
- [Immigrationinfo.org](http://Immigrationinfo.org)

For more information and procedures about Silicon Valley Adult Education, view [SVAEP.org](http://SVAEP.org)

### Follow Us On

 **FACEBOOK**  
[/METROED.SVAE](https://www.facebook.com/METROED.SVAE)



 **YOUTUBE**  
[/METROED](https://www.youtube.com/METROED)



**Registration opens Tuesday, July 7 at 8:00 a.m.**

**For ESL, ABE, High School Equivalency Test Preparation, and High School Diploma Courses:**

## Enrollment Process

1. Go to [SVAEP.org](https://SVAEP.org)
2. Visit the 2026 Fall courses page
3. Select the global icon **"Register Now"**
  - We will contact you to schedule the CASAS assessment test
  - You will receive details to attend an orientation
  - **For new High School Diploma and High School Equivalency students:** Obtain official transcripts from your last high school.



**For Career Technical Education (CTE) Courses:**

## Online Registration

1. Go to [SVAEP.org](https://SVAEP.org)
2. Visit the 2026 Fall courses page
3. Select the global icon **"Register Now"**
4. It will direct you to the registration portal, where you will sign up and pay



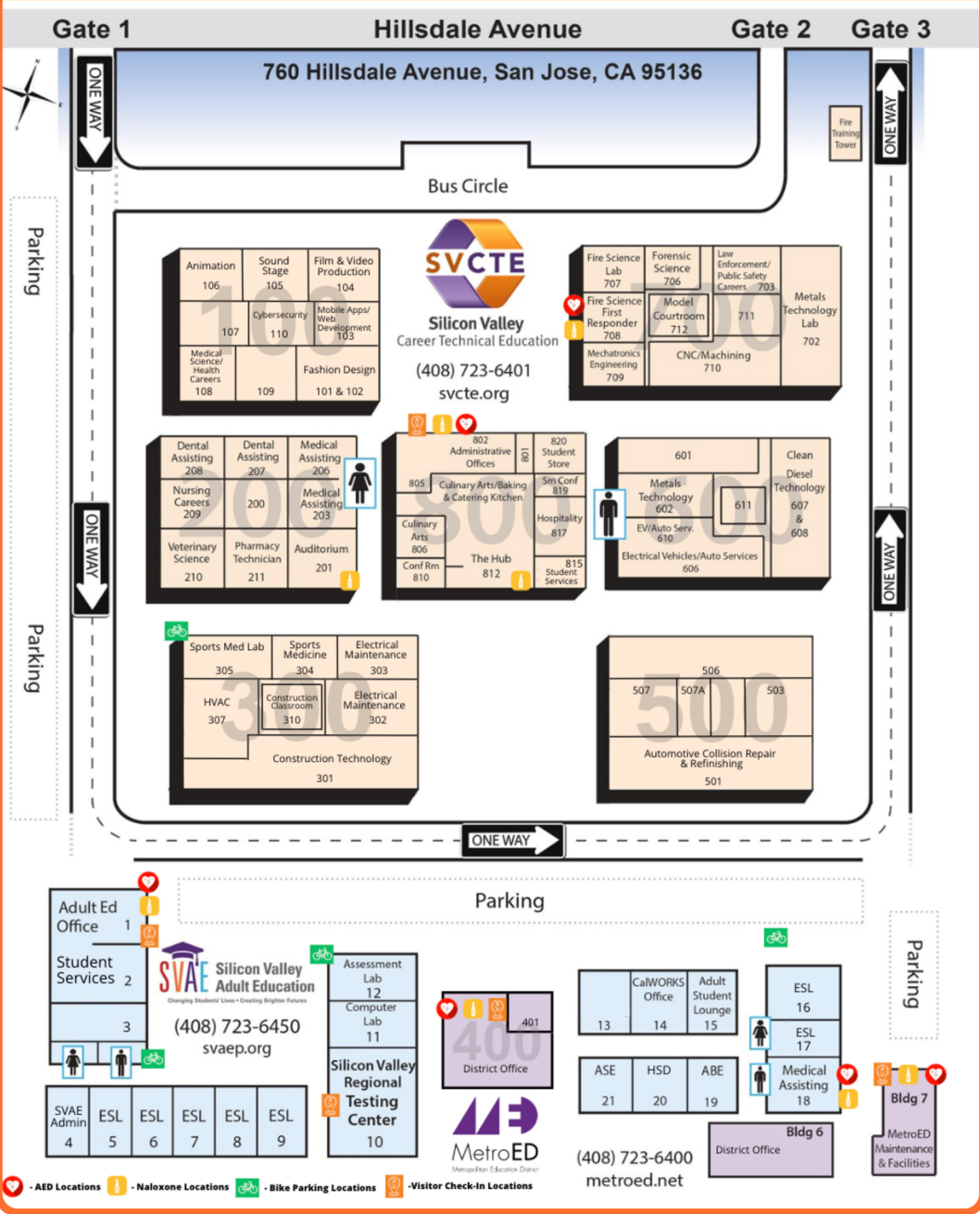
**REGISTER AND BEGIN  
ONCE CLASSES START.**

Scan the QR code to get started.

For more information, visit our website at [SVAEP.org](https://SVAEP.org)  
call 408-723-6450, or email [SVAERegistration@metroed.net](mailto:SVAERegistration@metroed.net).

# OTHER INFORMATION

# CAMPUS MAP

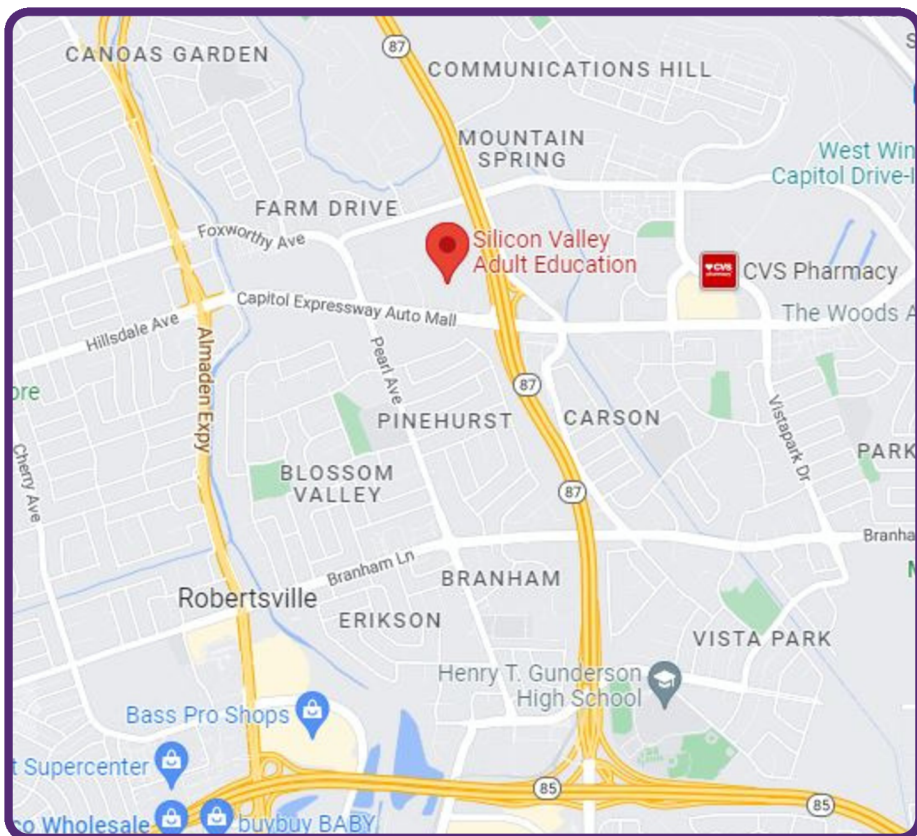


# OTHER INFORMATION

## DIRECTIONS AND CONTACT INFORMATION

### PHONE NUMBERS

Silicon Valley Adult Education .....	408-723-6450
CalWORKs Office .....	408-723-6568
District Office .....	408-723-6400



Visit our website to get started, [SVAEP.org](https://www.svaeep.org)





## Fall 2026 Classes

- ✓ Registration Opens  
**Tuesday, July 7 at 8:00 a.m.**
- ✓ Offering Five Career Technical Education (CTE) Classes
- ✓ Student Resources Available



## Free Classes

- ✓ English as a Second Language (ESL)
- ✓ High School Diploma (HSD)
- ✓ High School Equivalency (GED)  
including Spanish

Call 408-723-6450 or visit [SVAEP.org](http://SVAEP.org) for more information.

*Inspire.* **Engage.** *Connect.*

**Non-Discrimination in District Programs and Activities:** The Governing Board is committed to providing equal opportunity for all individuals in district programs and activities. District programs, activities, and practices shall be free from unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.