

**Greater Albany SD 8J  
Board Policy**

Code: **GBA**  
Adopted: 2/12/98  
Readopted: 3/12/01, 5/20/02, 8/23/04,  
11/26/07, 4/27/09  
Orig. Code(s): BP 1710

## **Equal Employment Opportunity**

Equal employment opportunity and treatment shall be practiced by the district regardless of race, color, national origin, religion, gender, sexual orientation<sup>1</sup>, age, marital status and disability if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

Continuous effort will be devoted to improve human relationships and to eliminate conditions which result in discrimination.

Alleged acts of discrimination, as indicated above, shall be discussed with the employee's immediate supervisor, and if satisfaction is not received, may be processed through the officer in charge of compliance with the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments Act of 2008 (ADA), and Section 504 of the Rehabilitation Act of 1973. Any person with a Title IX, gender discrimination complaint has the option of contacting and requesting assistance from the district Title IX Specialist (the Student Services Coordinator at 967-4515) or from the Office of Civil Rights in Seattle (U.S. Department of Education, 915 Second Ave. Room 3310, Seattle, WA 98174-1099, Telephone 206-220-7900).

The responsibility for implementing and monitoring the Equal Employment Opportunity policy for the district lies with the superintendent or his/her designee.

END OF POLICY

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**Legal Reference(s):**

<a href="#">ORS 174.100</a>	<a href="#">ORS 659A.009</a>	<a href="#">ORS 659A.321</a>
<a href="#">ORS 192.630</a>	<a href="#">ORS 659A.029</a>	<a href="#">ORS 659A.409</a>
<a href="#">ORS 243.672</a>	<a href="#">ORS 659A.030</a>	<a href="#">ORS 659A.805</a>
<a href="#">ORS 326.051</a>	<a href="#">ORS 659A.109</a>	
<a href="#">ORS 332.505</a>	<a href="#">ORS 659A.142</a>	<a href="#">OAR 581-021-0045</a>
<a href="#">ORS 342.934</a>	<a href="#">ORS 659A.145</a>	<a href="#">OAR 581-022-1720</a>
<a href="#">ORS 659.850</a>	<a href="#">ORS 659A.233</a>	<a href="#">OAR 839-003-0000</a>
<a href="#">ORS 659.870</a>	<a href="#">ORS 659A.236</a>	
<a href="#">ORS 659A.003</a>	<a href="#">ORS 659A.309</a>	
<a href="#">ORS 659A.006</a>		

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).

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<sup>1</sup>Sexual orientation means an individual's actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated with the individual's sex at birth.

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2006).  
Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (2006); 29 C.F.R Part 1626 (2006).  
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2006).  
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2006).  
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793-794 (2006).  
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2006); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2006).  
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).  
Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).  
Americans with Disabilities Act Amendments Act of 2008.

**Cross Reference(s):**

AC - Nondiscrimination  
ACA - Americans with Disabilities Act