

**Greater Albany SD 8J**  
**Board Policy**

Code: **JB**  
Adopted: 2/12/98  
Readopted: 3/12/01; 5/20/02; 8/23/04;  
11/26/07; 2/09/15  
Orig. Code(s): BP 6102

**Equal Educational Opportunity**

Equal educational opportunity and treatment shall be provided all students in the district. Students shall not be subjected to unlawful discrimination or to insult, intimidation or harassment on the basis of age, race, religion, color, national origin, disability, marital status, gender or sexual orientation<sup>1</sup>.

This protection applies to all educational and activity programs administered or authorized by the district. Although specific activity programs may be provided for male or female students when based on bona fide physical requirements, equal offerings will be maintained overall.

The district staff is directed to make a continuous effort to provide equal educational opportunities for students and to eliminate those conditions which may cause discrimination.

Complaints regarding the interpretation of the district's equal education opportunities shall be processed in accordance with the public complaints Board Policy KL. Sexual harassment complaints should be processed in accordance with Board Policy JBA/GBN and Administrative Rule JBA/GBN-AR. 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 Director at 541-967-4515) or from the U.S. Department of Education's Office of Civil Rights, 915 Second Avenue, Room 3310, Seattle, WA 98174-1099, Telephone 206-607-1600.

The responsibility for implementing and monitoring the Equal Educational Opportunity for the district lies with the superintendent.

END OF POLICY

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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 behaviors differs from that traditionally associated with the individual’s sex at birth.

**Legal Reference(s):**

[ORS 174.100](#)  
[ORS 192.630](#)  
[ORS 326.051](#)  
[ORS 329.025](#)  
[ORS 329.035](#)  
[ORS 336.067](#)  
[ORS 336.082](#)

[ORS 336.086](#)  
[ORS 342.123](#)  
[ORS 659.850](#)  
[ORS Chapter 659](#)  
[ORS Chapter 659A](#)  
[ORS 659A.003](#)  
[ORS 659A.006](#)

[ORS 659A.030](#)  
  
[OAR 581-021-0045](#)  
[OAR 581-021-0046](#)  
[OAR 581-022-1140](#)  
[OAR 839-003-0000](#)

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

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (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).

Americans with Disabilities Act Amendments Act of 2008.

**Cross Reference(s):**

AC - Nondiscrimination

ACA - Americans with Disabilities Act