

**Douglas Education
Service District**

Code: **GBA**
Adopted: 4/17/08
Readopted: 4/16/15; 2/16/17
Orig. Code(s): GBA

Equal Employment Opportunity

Equal employment opportunity and treatment shall be practiced by the ESD regardless of race, color, national origin, religion, sex, sexual orientation¹, age, marital status, veterans' status², genetic information and disability if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

The superintendent will appoint an employee to serve as the contact person for reporting violations of the American with Disabilities Act of 1990 and the Americans with Disabilities Act Amendments Act of 2008 (ADA), and Section 504 of the Rehabilitation Act of 1973. The superintendent will also designate a Title IX coordinator to comply with the requirements of Title IX of the Education Amendments of 1972. The Title IX coordinator will investigate complaints communicated to the district alleging noncompliance with Title IX. The name, address and telephone number of the Title IX coordinator will be provided to all students and employees.

The superintendent shall have the authority to establish administrative rules governing equal opportunity employment. A synopsis of this policy and the administrative rules that implement it may be published in the form of an employee handbook. The Board shall review the administrative regulations and employee handbook on an annual basis.

END OF POLICY

¹“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 in the individual’s sex at birth.

²The ESD grants a preference in hiring and promotion to veterans and disabled veterans. A veteran is eligible to use the preference any time when applying for a position at any time after discharge or release from service in the Armed Forces of the United States.

Legal Reference(s):

<u>ORS 174.100</u>	<u>ORS 659A.029</u>	<u>OAR 581-021-0045</u>
<u>ORS 192.630</u>	<u>ORS 659A.030</u>	<u>OAR 581-022-1720</u>
<u>ORS 243.672</u>	<u>ORS 659A.109</u>	<u>OAR 839-003-0000</u>
<u>ORS 326.051</u>	<u>ORS 659A.142</u>	<u>OAR 839-006-0435</u>
<u>ORS 332.505</u>	<u>ORS 659A.145</u>	<u>OAR 839-006-0440</u>
<u>ORS 342.934</u>	<u>ORS 659A.233</u>	<u>OAR 839-006-0445</u>
<u>ORS 408.225 to -408.238</u>	<u>ORS 659A.236</u>	<u>OAR 839-006-0450</u>
<u>ORS 659.850</u>	<u>ORS 659A.309</u>	<u>OAR 839-006-0455</u>
<u>ORS 659.870</u>	<u>ORS 659A.321</u>	<u>OAR 839-006-0460</u>
<u>ORS 659A.003</u>	<u>ORS 659A.409</u>	<u>OAR 839-006-0465</u>
<u>ORS 659A.006</u>	<u>ORS 659A.805</u>	
<u>ORS 659A.009</u>		

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).
Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, et. seq. (2012).
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. §§ 503, 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.
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212.
Title II of the Genetic Information Nondiscrimination Act of 2008.

Cross Reference(s):

AC - Nondiscrimination