

**Grant County
Education Service District**

Code: **GBA**
Adopted: 5/26/98
Orig. Code(s): 3400; 3410; 3420

Equal Employment Opportunity

Equal Opportunity

The ESD, represented by the elected district Board, adopts and affirms its intent to provide equal opportunity to all persons. It will design and provide programs to eliminate discrimination in all district activities that unreasonably differentiates treatment, intended or unintended, or any act that is fair in form but discriminatory in operation, either of which is based on race, color, national origin, religion, sex, sexual orientation¹ age, disability or marital status. To this end, it directs the administrative officer of the district to develop plans and procedures, with necessary rules and regulations to accomplish these purposes, and to do so by involving staff in their development, to submit them to the Board for approval, to announce them generally to staff and public, and to provide for their implementation in practice. See also Equal Employment Opportunity 3410.2 and Equal Educational Opportunity 5170.

The superintendent will appoint an employee to serve as the officer in charge of compliance with the Americans with Disabilities Act 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.

END OF POLICY

¹Sexual 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.

Legal Reference(s):

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| <u>ORS 174.100</u> | <u>ORS 659A.006</u> | <u>OAR 581-021-0045</u> |
| <u>ORS 192.630</u> | <u>ORS 659A.009</u> | <u>OAR 581-024-0245</u> |
| <u>ORS 243.672</u> | <u>ORS 659A.029</u> | <u>OAR 839-003-0000</u> |
| <u>ORS 326.051</u> | <u>ORS 659A.030</u> | <u>OAR 839-003-0000</u> |
| <u>ORS 334.125(5)</u> | <u>ORS 659A.040 to-659A.052</u> | <u>OAR 839-006-0435</u> |
| <u>ORS 342.934</u> | <u>ORS 659A.109</u> | <u>OAR 839-006-0440</u> |
| <u>ORS 408.225</u> | <u>ORS 659A.142</u> | <u>OAR 839-006-0445</u> |
| <u>ORS 408.230</u> | <u>ORS 659A.145</u> | <u>OAR 839-006-0450</u> |
| <u>ORS 408.235</u> | <u>ORS 659A.233</u> | <u>OAR 839-006-0455</u> |
| <u>ORS 659.805</u> | <u>ORS 659A.236</u> | <u>OAR 839-006-0460</u> |
| <u>ORS 659.850</u> | <u>ORS 659A.309</u> | <u>OAR 839-006-0465</u> |
| <u>ORS 659.870</u> | <u>ORS 659A.321</u> | |
| <u>ORS 659A.003</u> | <u>ORS 659A.409</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, 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. §§ 503, 791, 793-794 (2006).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (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