

# Multnomah Education Service District

Code: AC  
Adopted: 9/20/94  
Amended: 3/15/05; 9/20/05; 6/15/10  
Reviewed: 10/04/10

## Non-Discrimination

MESD shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, national origin, sexual orientation<sup>1</sup>, disability, parental or marital status or age or because of the race, color, religion, sex, national origin, sexual orientation, disability, parental or marital status or age of any other persons with whom the individual associates.

Federal law prohibits discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing and prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under Federal law.

In keeping with requirements of federal and state law, MESD strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered students; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Board encourages staff to improve human relations within MESD and to establish channels through which citizens can communicate their concerns to the administration and the Board.

The Superintendent shall appoint and make known that the Director of Human Resource Services is the MESD's ADA Compliance Officer and the individual to contact on issues concerning the Americans with Disabilities Act of 1990 and the Americans with Disabilities Act Amendments Act of 2008 (ADA), Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX and other civil rights or discrimination issues.

The Board shall adopt and the MESD shall publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

The Superintendent or designee shall develop and make available procedures providing for prompt review and resolution of student and staff complaints.

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 behavior differs from that traditionally associated with the individual's sex at birth.

**Legal Reference(s):**

<a href="#">ORS 174.100</a>	<a href="#">ORS 659A.030</a>	<a href="#">OAR 581-015-0054</a>
<a href="#">ORS 192.630</a>	<a href="#">ORS 659A.043</a>	<a href="#">OAR 581-021-0045</a>
<a href="#">ORS 326.051(1)(e)</a>	<a href="#">ORS 659A.103</a>	<a href="#">OAR 581-021-0046</a>
<a href="#">ORS 342.934(3)</a>	<a href="#">ORS 659A.109</a>	<a href="#">OAR 581-021-0049</a>
<a href="#">ORS 659.805</a>	<a href="#">ORS 659A.112 - 659A.139</a>	<a href="#">OAR 581-022-1140</a>
<a href="#">ORS 659.815</a>	<a href="#">ORS 659A.142</a>	<a href="#">ORS 659.150</a>
<a href="#">ORS 659.850</a>	<a href="#">ORS 659A.145</a>	<a href="#">OAR 581-021-0044</a>
<a href="#">ORS 659.865</a>	<a href="#">ORS 659A.233</a>	<a href="#">OAR 581-021-0045</a>
<a href="#">ORS 659.870</a>	<a href="#">ORS 659A.236</a>	<a href="#">OAR 839-003-0000</a>
<a href="#">ORS 659A.003</a>	<a href="#">ORS 659A.309</a>	
<a href="#">ORS 659A.006</a>	<a href="#">ORS 659A.321</a>	
<a href="#">ORS 659A.009</a>	<a href="#">ORS 659A.409</a>	
<a href="#">ORS 659A.029</a>		

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 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.

**MESD Policy Cross Reference(s):**

AA - MESD Purpose and Goals  
AD - Educational Philosophy  
GA - Personnel Policy Goals  
GB - Personnel Policies  
GBA - Equal Employment Opportunity  
GBM- Staff Complaints  
GBN/JBA - Sexual Harassment  
GBNA/JFCF - Hazing/Harassment/Intimidation/Bullying Menacing  
GCC - Recruitment of Staff  
GCCA - Posting of All Employee Vacancies  
IGBAE - Special Education - Participation in Regular Education Programs  
IGBAF - Special Education - Individualized Education Program (IEP)\*\*  
IGBAH - Special Education - Evaluation Procedures  
IGBAJ - Special Education - Free Appropriate Public Education (FAPE)  
IGBHA - Alternative Education Programs  
II/IIA - Instructional Resources/Instructional Materials  
JA/JAA - Student Policies, Goals and Objectives  
JB - Equal Educational Opportunity  
JECD - Assignment of Students to Classes  
JFE - Pregnant Students  
JFF - Married Students