

Port Orford-Langlois
School District 2CJ

Code: **GBA**
Adopted: 5/10/88
Revised/Readopted: 6/8/04
Orig. Code(s): GBA

Equal Employment Opportunity

Equal employment opportunity and treatment shall be provided in recruiting, hiring, retaining, transferring, promoting and training of all employees regardless of race, color, national origin, religion, sex, age, marital status and disability if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

Equal opportunities in hiring and advancement will be based on the educational and organizational needs of the district and the individual qualifications required to perform specific duties.

Continuous effort will be made by all district employees to improve interpersonal relationships and to eliminate conditions that result in discrimination.

In accordance with state directives, the superintendent or his/her designee will develop and maintain an Affirmative Action Plan. The Board will annually review the Affirmative Action Plan.

The superintendent will serve as Affirmative Action Officer and officer in charge of compliance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973.

The superintendent will develop such other specific recruiting, interviewing and evaluation procedures as are necessary to implement this policy.

END OF POLICY

Legal Reference(s):

ORS 243.672	ORS 659A.030	ORS 659A.409
ORS 326.051	ORS 659A.109	ORS 659A.805
ORS 332.505	ORS 659A.142	
ORS 342.934	ORS 659A.145	OAR 581-021-0045
ORS 659.850	ORS 659A.233	OAR 581-022-1720
ORS 659.870	ORS 659A.236	
ORS 659A.009	ORS 659A.309	
ORS 659A.029	ORS 659A.321	

Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(d).

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

Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Sections 621-634; 29 CFR Part 1626 (2003).

Age Discrimination Act of 1975, as amended, 42 U.S.C. Sections 6101-6107.

Equal Pay Act of 1963, as amended, 29 U.S.C. Section 206(d).

Rehabilitation Act of 1973, 29 U.S.C. Sections 791, 793 and 794.

Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 1681-1683; 34 CFR Part 106 (2000).

Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).

Wygant v. Jackson Board of Education, 476 U.S. 267 (1989).

Cross Reference(s):

AC - Nondiscrimination