



Code: **GBA**  
Adopted: 1/04/07  
Revised/Readopted: 10/14/10; 5/14/14  
Orig. Code(s): GBA

## **Equal Employment Opportunity**

Equal employment opportunity and treatment shall be practiced by the district regardless of race, color, religion, sex, sexual orientation<sup>1</sup>, national origin, marital status, age, veterans' status<sup>2</sup>, 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 officer in charge of compliance with the Americans with Disabilities Act of 1990, 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.

### **Grievance Procedure**

Anyone who believes s/he has been discriminated against because of age, disability, national origin, race, color, religion, marital status, sexual orientation or sex shall present the complaint to the executive director of human resources who will investigate the matter and make a report to the complainant and the superintendent. If the complainant is not satisfied with the decision, the complaint may be appealed to the superintendent. After investigating the complaint, the superintendent will notify the complainant of his/her decision. If the complainant is not satisfied with the superintendent's recommendation, an appeal may be made to the board. The board's decision will be final.

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

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 within the individual's sex at birth.

<sup>2</sup>The district 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):**

<a href="#"><u>ORS 174.100</u></a>	<a href="#"><u>ORS 659A.006</u></a>	<a href="#"><u>ORS 659A.805</u></a>
<a href="#"><u>ORS 192.630</u></a>	<a href="#"><u>ORS 659A.009</u></a>	
<a href="#"><u>ORS 243.672</u></a>	<a href="#"><u>ORS 659A.029</u></a>	<a href="#"><u>OAR 581-021-0045</u></a>
<a href="#"><u>ORS 326.051</u></a>	<a href="#"><u>ORS 659A.030</u></a>	<a href="#"><u>OAR 581-022-1720</u></a>
<a href="#"><u>ORS 332.505</u></a>	<a href="#"><u>ORS 659A.109</u></a>	<a href="#"><u>OAR 839-003-0000</u></a>
<a href="#"><u>ORS 342.934</u></a>	<a href="#"><u>ORS 659A.142</u></a>	<a href="#"><u>OAR 839-006-0435</u></a>
<a href="#"><u>ORS 408.225</u></a>	<a href="#"><u>ORS 659A.145</u></a>	<a href="#"><u>OAR 839-006-0440</u></a>
<a href="#"><u>ORS 408.230</u></a>	<a href="#"><u>ORS 659A.233</u></a>	<a href="#"><u>OAR 839-006-0445</u></a>
<a href="#"><u>ORS 408.235</u></a>	<a href="#"><u>ORS 659A.236</u></a>	<a href="#"><u>OAR 839-006-0450</u></a>
<a href="#"><u>ORS 659.850</u></a>	<a href="#"><u>ORS 659A.309</u></a>	<a href="#"><u>OAR 839-006-0455</u></a>
<a href="#"><u>ORS 659.870</u></a>	<a href="#"><u>ORS 659A.321</u></a>	<a href="#"><u>OAR 839-006-0460</u></a>
<a href="#"><u>ORS 659A.003</u></a>	<a href="#"><u>ORS 659A.409</u></a>	<a href="#"><u>OAR 839-006-0465</u></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, 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