

# Riverdale School District 51J

Code: AC  
Adopted: 5/18/98  
Readopted: 4/10/06  
Orig. Code(s): AC

## Nondiscrimination

The district shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation, national origin, disability, marital status or age or because of the race, color, religion, sex, sexual orientation, national origin, disability, marital status or age of any persons with whom the individual associates.

The district strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered students; in student assignment to schools and classes; 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 the school and to establish channels through which citizens can communicate their concerns to the administration and the Board.

The superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX and other civil rights or discrimination issues<sup>1</sup>. The Board will adopt and the district will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Section 504 and the ADA prohibit 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. The ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

END OF POLICY

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### Legal Reference(s):

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

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<sup>1</sup>Districts are reminded that the district is required to notify students and employees of the name, office address and telephone number of the employee or employees appointed.

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2006).  
Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (2006); 29 C.F.R Part 1626 (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).  
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2006).  
Rehabilitation Act of 1973, 29 U.S.C. §§ 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).  
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).  
Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).

**Cross Reference(s):**

GBA - Equal Employment Opportunity

JB - Equal Educational Opportunity