

Equal Opportunity

The Board is committed to nondiscrimination relating to and in association with the protected classes of race, color, national origin, religion, gender, age, disability, veterans' status, sexual orientation¹ or marital status. This policy prevails in matters concerning staff, students, the public, educational programs and services and individuals with whom the Board does business.

The Board directs the President and designees to develop policies and procedures to accomplish these purposes, and to do so by involving staff in their development, to announce them generally to staff and public, and to provide for their implementation.

The President must appoint individuals to contact on issues concerning 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, and Title IX.² 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

¹“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.

²The College is required to notify students and employees of the name, office address and telephone number of the employee or employees appointed.

Legal Reference(s):

<u>ORS 174.100</u>	<u>ORS 659A.003</u>	<u>ORS 659A.236</u>
<u>ORS 192.630</u>	<u>ORS 659A.006</u>	<u>ORS 659A.300</u>
<u>ORS 659.815</u>	<u>ORS 659A.009</u>	<u>ORS 659A.409</u>
<u>ORS 659.850</u>	<u>ORS 659A.029</u>	
<u>ORS 659.855</u>	<u>ORS 659A.030</u>	<u>OAR 839-003-0000</u>
<u>ORS 659.860</u>	<u>ORS 659A.040</u>	<u>OAR 589-006-0050</u>
<u>ORS 659.865</u>	<u>ORS 659A.100 to -145</u>	<u>OAR 589-008-0100</u>
<u>ORS 659.870</u>	<u>ORS 659A.233</u>	<u>OAR 589-010-0100</u>

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. §§ 503, 791, 793-794 (2006).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (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).
Vietnam Era Veterans' Readjustment Assistance Act of 1974, 38 U.S.C. § 4212 (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):

GBA - Equal Opportunity: Nonharassment and Anti-discrimination
JB - Equal Educational Opportunity