

## Nondiscrimination

The district shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation<sup>1</sup>, 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 other persons with whom the individual associates.

In keeping with requirements of federal and state law, 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 superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act of 1990 and 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<sup>2</sup>. The Board will adopt and the district will publish grievance procedures providing for prompt and equitable resolution of students and employee complaints.

Federal civil rights laws 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. 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):

[ORS 174.100](#)  
[ORS 192.630](#)  
[ORS 326.051 \(1\)\(e\)](#)  
[ORS 342.934 \(3\)](#)  
[ORS 659.805](#)  
[ORS 659.815](#)  
[ORS 659.850](#)  
[ORS 659.865](#)  
[ORS 659.870](#)  
[ORS 659A.003](#)

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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.

<sup>2</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.

[ORS 659A.006](#)  
[ORS 659A.009](#)  
[ORS 659A.029](#)  
[ORS 659A.030](#)  
[ORS 659A.043](#)  
[ORS 659A.103](#)  
[ORS 659A.109](#)  
[ORS 659A.112 - 659A.139](#)  
[ORS 659A.142](#)  
[ORS 659A.145](#)  
[ORS 659A.233](#)  
[ORS 659A.236](#)  
[ORS 659A.309](#)  
[ORS 659A.321](#)  
[ORS 659A.409](#)  
~~[ORS 659.150](#)~~

[OAR 581-015-0054](#)  
[OAR 581-021-0045](#)  
[OAR 581-021-0046](#)  
[OAR 581-021-0049](#)  
[OAR 581-022-1140](#)  
[OAR 581-021-0044](#)  
[OAR 839-003-0000](#)

Age Discrimination Act of 1975, as amended, 42 U.S.C. Sections 6101-6107 (2006).

Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Sections 621-634 (2006); 29 CFR Part 1626 (2006).

Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2006); 28 CFR Part 35 (2006).

Equal Pay Act of 1963, as amended, 29 U.S.C. Section 206(d) (2006).

Rehabilitation Act of 1973, 29 U.S.C. Sections 503, 791, 793 and 794 (2006).

Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 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, as amended, 42 U.S.C. Section 2000(d) (2006).

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(e) (2006).

Wygant v. Jackson Board of Education, 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 Employment Opportunity

JB - Equal Educational Opportunity