

Non-discrimination

The district shall promote nondiscrimination and an environment free of harassment based on an individual’s race, color, religion, sex, sexual orientation¹, national origin, disability, marital status or age or because of the race, color, religion, sex, 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 (including private school students); in student assignment to schools and classes (including homeless students); 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 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 of 1990 and Americans with Disabilities Act Amendments Act of 2008, Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX, Title X and other civil rights or discrimination issues². The Board will adopt and the district will publish grievance procedures providing for prompt and equitable resolution of student 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

Legal References:

ORS 192.630	ORS 659.815	ORS 659A.009
ORS 326.051(1)(e)	ORS 659.850	ORS 659A.029
ORS 659.150	ORS 659.865	ORS 659A.030
ORS 342.934(3)	ORS 659.870	ORS 659A.043
ORS 659.805	ORS 659A.006	ORS 659A.103

¹Sexual 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.

²Districts 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.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
SB 2 (2007)
OAR 581-015-0054
OAR 581-021-0044
OAR 581-021-0045
OAR 581-021-0046
OAR 581-021-0049
OAR 581-022-1140

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

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

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

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).

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).

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

Americans with Disabilities Act Amendments Act of 2008.