

Nondiscrimination

The district prohibits discrimination and/or harassment on any basis protected by law, including but not limited to, an individual's perceived or actual race¹, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status, or because of the perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status of any other persons with whom the individual associates.

The district prohibits discrimination and/or harassment, including but not limited to, 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 schools, to respect all individuals and to establish channels through which citizens can communicate their concerns to the administration and the board.

The superintendent shall appoint individuals at the district to contact on issues concerning the Americans with Disabilities Act and Americans with Disabilities Act Amendments Act (ADA), Section 504 of the Rehabilitation Act, Titles VI, and VII of the Civil Rights Act, Title IX of the Education Amendments, and other civil rights or discrimination issues, and notify students, parents, and staff with their names, office addresses, and phone numbers. The district will publish complaint procedures providing for prompt and equitable resolution of complaints from students, employees, and the public, and such procedures will be available at the district's administrative office and available on the home page of the district's website.

The district prohibits retaliation and discrimination against an individual who has opposed any discrimination act or practice; because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising any rights guaranteed under state and federal law.

END OF POLICY

Legal References:

¹Includes discriminatory use of a Native American mascot pursuant to OAR 581-021-0047. Race also includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined by ORS 659A.001 (as amended by House Bill 2935 (2021)).

ORS 174.100	ORS 659A.040
ORS 192.630	ORS 659A.103 to - 659A.145
ORS 326.051(1)(e)	ORS 659A.230 to - 659A.233
ORS 408.230	ORS 659A.236
ORS 659.805	ORS 659A.309
ORS 659.815	ORS 659A.321
ORS 659.850 to -860	ORS 659A.409
ORS 659.865	OAR 581-002-0001 - 002-0005
ORS 659A.003	OAR 581-021-0045
ORS 659A.003	OAR 581-021-0046
ORS 659A.006	OAR 581-021-0047
ORS 659A.009	OAR 581-022-2310
ORS 659A.029	OAR 581-022-2370
ORS 659A.030	OAR 839-003

Age Discrimination Act of 1975, 42 U.S.C. Sections 6101-6107 (2018).

Age Discrimination In Employment Act of 1967, 29 U.S.C. §§ 621-633 (2018); 29 CFR Part 1626 (2019).

Americans with Disabilities Act of 1990, 42 U.S.C.§§ 12101-12112 (2018); 29 CFR Part 1630 (2019); 28 CFR Part 35 (2019).

Equal Pay Act of 1963, as amended, 29 U.S.C. Section 206(d) (2018).

Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793, and 794 (2017); 34 C.F.R. Part 104 (2019).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 CFR Part 106 (2020).

Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C.§ 2000 (d) (2018); 28 C.F.R. §§ 42.101-42.106 (2019).

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C.§ 2000 (e) (2018); 29 C.F.R. §1601 (2019).

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

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, 38 U.S.C. § 4212 (2018).

Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. § 2000ff-1 (2018); 29 C.F.R. Part 1635 (2019).

House Bill 2935 (2021).

House Bill 3041 (2021).