



Code: **JB**
Adopted: 9/14/05
Revised/Readopted: 5/09/12; 6/27/18
Orig. Code: ~~401~~

Nondiscrimination: Equal Education Opportunities and Freedom of Access

The College shall be open to all applicants who are qualified according to current admission requirements. **Every student will be given equal educational opportunities regardless of age, race¹, color, national origin, religion, disability, veterans' status, sex, sexual orientation, gender identity, marital status, parental status, familial status, socioeconomic status, or capability.**

~~The College complies with Titles VI and VII of the Civil Rights Act of 1964, Equal Employment Act of 1965, Age Discrimination in Employment Act of 1967, Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Vietnam Era Readjustment Assistance Act of 1974 and Americans with Disabilities Act of 1990, the Family Medical Leave Act of 1993, among other state and federal laws related to employment. Review and affirmation of College compliance will be held periodically.~~

~~The College does not discriminate on the basis of an individual's perceived or actual race, color, religion, gender, sexual orientation⁺, marital status, age, national or ethnic origin/ancestry, mental or physical disability or perceived disability, pregnancy, family status, economic status, veterans' status, or any other protected status in accordance with applicable state and federal laws. The College's commitment to nondiscrimination applies to curriculum activity and all aspects of operation of the College.~~

No student shall be excluded from participating in, denied the benefits of, or subjected to discrimination under any educational program or activity conducted by the College or denied access to facilities in the community college district. The College will treat its students without discrimination on the basis of sex as this pertains to admissions, course offerings, counseling, employment assistance, financial assistance, housing, curricular materials, curricular and cocurricular activities.

All reports, complaints or information will be investigated.

A student of the College may not be subjected to retaliation by the College for the reason that the student has in good faith reported information that the student believes is evidence of a violation of a state or federal law, rule or regulation.

END OF POLICY

Legal Reference(s):

¹ 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 192.630](#)
[ORS 341.290\(2\)](#)
[ORS 659.850](#)

[ORS Chapter 659](#)
[ORS 659A.003](#)
[ORS 659A.006](#)
[ORS 659A.030](#)

[OAR 589-010-0100](#)
[OAR 839-003-0000](#)

~~Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d.
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e.
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793-794.
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683.
Americans with Disabilities Act of 1990; Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12113; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35.~~

Cross-Reference(s):

AC—Nondiscrimination
ACA—Americans with Disabilities Act

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.

[ORS 174.100\(7\)](#)
[ORS 341.009\(6\)](#)
[ORS 341.290\(7\)](#)
[ORS 341.450](#)
[ORS 341.481](#)
[ORS 341.487](#)
[ORS 341.496](#)

[ORS 341.518](#)
[ORS 659.850](#)
[ORS 659.852](#)
[ORS 659A.001](#)
[ORS 659A.006](#)
[ORS 659A.029](#)
[ORS 659A.030](#)
[ORS 659A.033](#)

[ORS 659A.103 - 659A.143](#)

[OAR 589-006-0050](#)
[OAR 589-008-0100](#)
[OAR 715-011-0005 - 011-0065](#)
[OAR 839-003-0000](#)

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2018).
Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-633 (2018); 29 C.F.R. Part 1626 (2019).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12212 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).
Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018).
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018).