

Nondiscrimination

The Board ~~is committed to~~ **prohibits** nondiscrimination and ~~an environment free of harassment based on any basis protected by law, including but not limited to,~~ an individual's ~~protected classes of~~ **perceived or actual** race, color, national **or ethnic** origin, religion, sex, age, **mental or physical** disability **or perceived disability, pregnancy, familial status, economic status,** veterans' status, sexual orientation¹ or marital status, **or because of the perceived or actual race, color, religion, sex, sexual orientation, 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.** This policy prevails in matters concerning staff, students, the public, educational programs and services and individuals with whom the Board does business.

The College prohibits discrimination and harassment, including but not limited to, in employment, assignment and promotion of personnel; in educational opportunities and services offered students; in student assignment to classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

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 shall appoint and make known the individuals to contact on issues concerning the 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, Title IX and other civil rights or discrimination issues.²

~~A nondiscrimination and equal opportunity statement will be included in all course announcements, employment application forms, and recruiting materials for prospective students and employees.~~

The College will publish **complaint** procedures providing for prompt and equitable resolution of **complaints from** students, **and employees** **complaints** **and the public.**

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.

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

~~Federal civil rights law~~ **The College** prohibits **retaliation and** discrimination against an individual because he/she **who** 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;~~ **and** further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under ~~the Act~~ **state and federal law**.

END OF POLICY

Legal Reference(s):

[ORS 174.100](#)
[ORS 192.630](#)
[ORS 659.815](#)
[ORS 659.850](#)
[ORS 659.855](#)
[ORS 659.860](#)
[ORS 659.865](#)
[ORS 659.870](#)
[ORS 659A.003](#)
[ORS 659A.006](#)
[ORS 659A.009](#)
[ORS 659A.029](#)
[ORS 659A.030](#)
[ORS 659A.040](#)
[ORS 659A.100 to -145](#)
[ORS 659A.233](#)
[ORS 659A.236](#)
[ORS 659A.300](#)
[ORS 659A.409](#)

[OAR 839-003-0000](#)
[OAR 589-006-0050](#)
[OAR 589-008-0100](#)
[OAR 589-010-0100](#)

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):

ACA - Americans with Disabilities Act

GBA - Equal Employment Opportunity
JB - Nondiscrimination: Equal Education Opportunities and Freedom of Access