



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 **relevant 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).~~



Code: JEC
 Adopted: 8/03/94
 Readopted: 5/09/12; 6/27/18
 Orig. Code: 414

Admissions

The Board supports welcoming all students who can benefit from the instruction offered, regardless of their educational background. College admissions procedures, however, do not guarantee admission to certain programs. Individuals Students Persons seeking entry into certain programs must meet a variety of criteria and be able to ensure a reasonable chance of succeeding in the program.

Persons under 16 years of age, and persons 16 and through 178 years of age, must comply with specific admission criteria.

END OF POLICY

Legal Reference(s):

~~[ORS 341.290\(7\)](#)~~
[ORS 341.450](#)

~~[ORS 341.505](#)~~
[ORS 341.527](#)

~~[ORS 341.528](#)~~
[ORS 341.529](#)

~~Illegal Immigration and Immigration Reform Act of 1996, 8 U.S.C. §§ 1101.~~

[ORS 341.009\(6\)](#)
[ORS 341.290\(1\),\(2\),\(7\),\(8\)](#)
[ORS 341.481](#)
[ORS 341.487](#)
[ORS 341.496](#)

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

[ORS 659A.103 - 659A.143](#)
[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 (2012).
 Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12112 (2012); 29 C.F.R. Part 1630 (2017); 28 C.F.R. Part 35 (2017).
 Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. Sections 12101-12133 (2012).
 Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 794 (2012).
 Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (2012).
 Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2012).
 Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2012).
 Title IX of the Education Amendments Act of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (2012).
 Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2017).



Code: JFC
Adopted:

Student Conduct

The Board expects student conduct to contribute to a productive learning climate. Students shall comply with the College’s written rules of student conduct, submit to the lawful authority of College staff and conduct themselves in an orderly manner at all times on campus and while in attendance at College-sponsored programs and activities.

A student code of conduct, developed under the leadership of the College administration and in cooperation with staff, will be made available to students and enforced. Students in violation of Board policy, administrative regulation and/or code of conduct provisions will be subject to discipline up to and including expulsion. Additionally, students may be denied Disciplinary actions may include, but are not limited to, denial of participation in extracurricular activities, and retraction of titles and/or privileges granted to students may be revoked (e.g., academic honors, student body, class or club office positions, etc.). A referral to law enforcement may also be made.

Students are prohibited from making knowingly false statements or knowingly submitting false information in bad faith as part of a complaint or report, or associated with an investigation into misconduct.† The College is prohibited from retaliating against any student “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):

[ORS 341.290\(2\)](#)
ORS 659.852

Nondiscrimination on the Bases of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106.

† The College is prohibited from retaliating against any student “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.” ORS 659.852.



Code: **BF**
Adopted: 9/14/11
Readopted: 4/11/18

Policy Development and Review

Development

The Board has the authority and responsibility to establish policy. The formulation and adoption of policies, recorded in writing, will constitute the basic method by which the Board will exercise its leadership in the operation of the College.

The policies shall be consistent with Oregon Revised Statutes, Oregon Administrative Rules and all federal laws and regulations. Policies do not encompass all laws relating to the College's activities. All College employees will be expected to know and will be held responsible for observing all provisions of law pertinent to their activities as College employees.

The President will furnish necessary information and make recommendations on new policies and on policy changes.

Adoption

The formal adoption of policies will be recorded in the Board minutes. Only those written statements so adopted and so recorded will be regarded as official Board policy.

Any formal motion or action of the Board which, as a revision of existing policy, creates, amends or supplements policy will be called to the attention of the Board when reviewing the minutes for formal adoption.

Board policy documents will be made available in printed or electronic form. When additions, deletions or amendments are made to Board policy, the addition, deletion or amendment will carry the adoption date and the corrected copy will be made available at the earliest opportunity.

Revision

Board policies will be subject to alteration, addition or deletion only upon majority vote of the Board at any regular or special meeting in which all members have been notified in writing of the proposed alteration, addition or deletion at least 24 hours in advance. In most cases, a first reading of the policy will be scheduled on a regular meeting agenda prior to its adoption at a subsequent regular meeting.

A proposed change in policy will not be made at the meeting in which the change is proposed unless an emergency arises. A majority vote of the Board is required to declare an emergency situation.

Suspension

In the event of emergency or special circumstances, the operation of any section or sections of policies not established by law or specifically listed in collective bargaining agreements may be temporarily suspended by a majority vote of the Board at a regular or special meeting.

Review

To keep written policies current and relevant, the Board will regularly review and update its policies, with a full policy manual review completed approximately every five years. The Board also will evaluate the implementation and effect of such policies. The President has continuing responsibility to alert the Board of all policies that may need revision.

Annual Filing Requirements

The College shall file annually between December 1 and January 1 either any policy revisions made or a statement that policies currently on file with the Community College Commissioner are being continued.

END OF POLICY

Legal Reference(s):

[ORS 341.283](#)

[ORS 341.290\(2\)](#)

[OAR 589-008-0100](#)