

Equal Employment Opportunity

Equal employment opportunity and treatment shall be practiced by the district regardless of race, color, national origin, sexual orientation¹, religion, sex, age, marital status, **veteran’s status, genetic information,** and disability if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

The superintendent will appoint an employee to serve as the officer in charge of compliance with the Americans with Disabilities Act of 1990, and the Americans with Disabilities Act Amendments Act of 2008 (ADAAA), and Section 504 of the Rehabilitation Act of 1973. The superintendent will also designate a Title IX coordinator to comply with the requirements of Title IX of the Education Amendments of 1972. The Title IX coordinator will investigate complaints communicated to the district alleging noncompliance with Title IX. The name, address and telephone number of the Title IX coordinator will be provided to all students and employees.

The superintendent may develop other specific recruiting, interviewing and evaluation procedures as are necessary to implement this policy.

END OF POLICY

Legal Reference(s):

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| ORS 243.672 | .030 | .409 |
| ORS 326.051 | ORS 659A.109 | ORS 659A.805 |
| ORS 332.505 | ORS 659A.142 | |
| ORS 342.934 | ORS 659A???.145 | |
| ORS 659.850 | ORS 659A.233 | |
| ORS 659.870 | ORS 659A.236 | |
| ORS 659A.009 | ORS 659A.309 | |
| ORS 659A.029 | ORS 659A.321 | |
| ORS 659A | ORS 659A | |

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 within the individual’s sex at birth.

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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).
Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Sections 621-634.
Age Discrimination Act of 1975, as amended, 42 U.S.C. Sections 6101-6107.
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).
Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).
Wygant v. Jackson Board of Education, 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):

AC - Nondiscrimination
ACA - Americans with Disabilities Act

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