

Nondiscrimination

The district shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex (gender), national origin, disability, marital status or age or because of the race, color, religion, sex (gender), national origin, disability, marital status or age of any other persons with whom the individual associates.

In keeping with requirements of federal and state law, the District strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered students in student assignment to schools and 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 encourages staff to improve human relations within the schools and to establish channels through which citizens can communicate concerns to the administration and the Board.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX and other civil rights or discrimination issues.

Section 504 and the ADA prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has file a charge, testified, assisted or participated in an investigation, proceeding or hearing. The ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising rights guaranteed under the Act.

END OF POLICY

Legal Reference(s):

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|--------------------|-------------|-------------|------------------------|
| ORS 192.630 | ORS 659.029 | ORS 659.175 | ORS 659.410 |
| ORS 326.051 (1)(e) | ORS 659.030 | ORS 659.210 | ORS 659.415 |
| ORS 342.934 (3) | ORS 659.035 | ORS 659.230 | ORS 659.425 |
| ORS 652.015 | ORS 659.037 | ORS 659.270 | OAR 581-021-0045, 0046 |
| ORS 659.020 | ORS 659.150 | ORS 659.340 | OAR 581-021-0049 |
| ORS 659.028 | ORS 659.165 | ORS 659.405 | OAR 581-021-1140 |

Age Discrimination Act of 1975, as amended, 42 U.S.C.A. Section 6101 (West 1985)

Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C.A Section 621 (West 1985)

Americans with Disabilities Act of 1990. 42 U.S.C. Section 12101 *et seq.*, 29 CFR Part 1630; 28 CFR Part 35

Equal Pay Act of 1963, as amended, 29 U.S.C.A. Section 206(d) (West 1985)

Rehabilitation Act of 1973, 29 U.S.C.A. Section 504, 791, 793 and 794 (West 1985)

Title IX of the *Education Amendments* of 1972, 20 U.S.C.A Sections 1681, 1682 and 1683 (West 1985)

Title VI of the *Civil Rights Act* of 1964, 42 U.S.C.A. Section 2000(d) (West 1985)

Title VII of the *Civil Rights Act* of 1964, as amended, 42 U.S.C.A. Section 2000(e) *et seq.* (West 1985)

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