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Equal employment opportunity and treatment shall be practiced by the district regardless of race, color, national origin, religion, sex, sexual orientation<sup>1</sup>, age, veterans' status, genetic information, marital status and disability if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

Positive action will be taken to promote equal employment opportunities based on an individual's qualification for and/or performance of specific duties, in relation to organizational needs. Positive action will be taken to provide equal employment opportunity in all policies affecting:

1. Hiring, placement, recall, training, promotion, transfer or demotion;
2. Recruitment, advertising or soliciting for employment;
3. Treatment during employment;
4. Rates of pay, benefits or other forms of compensation;
5. Layoff, dismissal or non-renewal of contract (except as provided by Oregon Revised Statutes).

The superintendent will appoint an employee to serve as the officer in charge of compliance with the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments Act of 2008 (ADA), 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 or designee will develop other specific recruiting, interviewing and evaluation procedures as are necessary to implement this policy.

**END OF POLICY**

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<sup>1</sup>"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.

Legal Reference(s):

ORS 174.100	ORS 659A.029	OAR 581-021-0045
ORS 192.630	ORS 659A.030	OAR 581-022-1720
ORS 243.672	ORS 659A.109	OAR 839-003-0000
ORS 326.051	ORS 659A.142	OAR 839-006-0435
ORS 332.505	ORS 659A.145	OAR 839-006-0440
ORS 342.934	ORS 659A.233	OAR 839-006-0445
ORS 408.225 to-408.238	ORS 659A.236	OAR 839-006-0450
ORS 659.850	ORS 659A.309	OAR 839-006-0455
ORS 659.870	ORS 659A.321	OAR 839-006-0460
ORS 659A.003	ORS 659A.409	OAR 839-006-0465
ORS 659A.006	ORS 659A.805	
ORS 659A.009		

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, et. seq. (2012).

Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (2006); 29 C.F.R Part 1626 (2006).

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (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); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (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).

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

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