

## Nondiscrimination

The district prohibits discrimination and harassment on any basis protected by law, including but not limited to, an individual's perceived or actual race<sup>1</sup>, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status, or because of the perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status of any other persons with whom the individual associates.

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

The Board encourages staff to improve human relations within the schools, to respect all individuals and to establish channels through which patrons can communicate their concerns to the administration and the Board.

The Board designates an Assistant Superintendent and the Director of Human Resources as the District's Civil Rights Coordinators.

The superintendent shall appoint individuals at the district to contact on issues concerning the Americans with Disabilities Act and the Americans with Disabilities Act Amendments Act, (ADA), Section 504 of the Rehabilitation Act, Title VI and VII of the Civil Rights Act, Title IX of the Education Amendments, and other civil rights or discrimination issues, and notify students, parents, and staff with their names, office addresses, and phone numbers. The district will publish complaint procedures providing for prompt and equitable resolution of complaints from students, employees and the public, and such procedures will be available at the district's administrative office and available on the home page of the district's website.

The district prohibits retaliation and discrimination against an individual who has opposed any discriminatory act or practice; because that person has filed a charge, testified, assisted or participated in an investigation, proceeding, or hearing and further prohibits anyone from coercing, intimidating, threatening, or interfering with an individual for exercising any rights guaranteed under state and federal law.

END OF POLICY

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<sup>1</sup>Includes discriminatory use of a Native American mascot pursuant to OAR 581-021-0047. 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)).

### Legal Reference(s):

[ORS 174.100](#)

[ORS 192.630](#)

[ORS 326.051\(1\)\(e\)](#)

[ORS 332.505](#)  
[ORS 408.230](#)  
[ORS 659.805](#)  
[ORS 659.659.815](#)  
[ORS 659.850 to -860](#)  
[ORS 659.865](#)  
[ORS 659A.001](#)  
[ORS 659A.003](#)  
[ORS 659A.006](#)

[ORS 659A.009](#)  
[ORS 659A.029](#)  
[ORS 659A.030](#)  
[ORS 659A.040](#)  
[ORS 659A.103 to 659A.145](#)  
[ORS 659A.230-659A.233](#)  
[ORS 659A.236](#)  
[ORS 659A.309](#)  
[ORS 659A.321](#)

[ORS 659A.409](#)  
[OAR 581-002-0001-002-0005](#)  
[OAR 581-021-0045](#)  
[OAR 581-021-0046](#)  
[OAR 581-021-0047](#)  
[OAR 581-022-2310](#)  
[OAR 581-022-2370](#)  
[OAR 839-003](#)

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 2018  
Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 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;  
Equal Pay Act of 1963, 29 U.S.C. § 206(d) 2018.  
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793-794 2018; 34 C.F.R Part 104 2019.  
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720, 2019;  
Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 2020.  
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d 2018; 28 C.F.R §§ 42 101-42 106 2019.  
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e 2018; 29 C.F.R. § 1601 2019.  
Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).  
Americans with Disabilities Act Amendments Act of 2008.42 E.S.C. §§12101-12133 2018; 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).  
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, 38 U.S.C. § 4212. 2018.  
Genetic Information Nondiscrimination Act of 2008.42 U.S.C. §2000ff-1 2018; 29 C.F.R. Part 1635 (2019).