

# Three Rivers School District

8550 New Hope Rd • PO Box 160 • Murphy, OR 97533

**Policy: AC**  
Adopted: 11/21/05  
Readopted: 5/19/08, 3/11/14,  
2/2/16

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## NONDISCRIMINATION

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

The district prohibits discrimination and harassment, including but not limited to, in employment, assignment and promotion of personnel; in educational opportunities and services offered students; in student assignments 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, to respect all individuals and to establish channels through which citizens can communicate their 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 of 1990 and Americans with Disabilities Act Amendments Act of 2008 (ADA), Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX and other civil rights or discrimination issues<sup>2</sup>. The Board will adopt and 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 and available on the home page of the district's website .

The district prohibits retaliation and discrimination against an individual who has opposed any discrimination 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> "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.

<sup>2</sup>Districts are reminded that the district is required to notify students and employees of the name, office, address and telephone number of the employee or employees appointed.

### Legal References:

ORS 174.100	ORS 659A.003	ORS 659A.321
ORS 192.630	ORS 659A.009	<del>ORS 659A.233</del>
ORS 326.051 (1)(e)	ORS 659A.029	ORS 659A.236

ORS 659A.030	ORS 659.805	ORS 659A.040
ORS 659.815	ORS 659A.103 to -145	ORS 659A 409
ORS 659.850 to -860	ORS 659A.309	ORS659A.230 to -233
ORS 659.865	ORS 659A.006	
ORS 659.870		

OAR 581-021-0045  
OAR 581-021-0046  
OAR 581-021-0049  
OAR 581-021-4402310  
OAR 581-022-2370  
OAR 839-003

Age Discrimination Act of 1975, as amended, 42 U.S.C. Sections 6101-6107 (20062017).  
Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C Sections 621-634 (20062017) 29 CFR Part 1626 (20062017).  
Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213 (2017); 29 CFR Part 1630 (20062017).  
Equal Pay Act of 1963, 29 U.S.C. Section 206(d) (20062017).  
Rehabilitation Act of 1973, 29 U.S.C. Sections 503, 791, 793, and 794 (20062017).  
Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 1681-1683. (20062017); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 CFR Part 106 (20062017).  
Title VI of the Civil Rights Act of 1964, 42 U.S.C. Section 2000(d) (20062017).  
Title VII of the Civil Rights Act of 1964, 42 U.S.C. Section 2000(e) (20062017).  
Wygant v. Jackson Board of Education, 476 U.S. 267 (1989).  
Americans with Disabilities Act Amendments Act of 2008.  
The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38 USC 4212 (2017).  
Title II of the Genetic Information Nondiscrimination Act of 2008 (2017).