

# 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

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## NONDISCRIMINATION

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The district shall promote prohibits nondiscrimination and an environment free of harassment based on 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 or, 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, or mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status, 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~~ 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 grievance complaint procedures providing for prompt and equitable resolution of complaints from students, and employees and the public complaints.

~~Federal civil rights laws~~ The district prohibits retaliation and discrimination against an individual because he/she who has opposed any discrimination act or practice; or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and The ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the any rights guaranteed under the Act 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	<del>ORS 659A.142</del>
ORS 192.630	ORS 659A.009	ORS 659A.233
ORS 326.051 (1)(e)	ORS 659A.029	ORS 659A.236
<del>ORS 342.934 (3)</del>	<del>ORS 659.150</del>	ORS 659A.030

ORS 659.805	ORS 659A.04340	ORS 659A.321
ORS 659.815	ORS 659A.403100 to -145	ORS 659A 409
ORS 659.850 to -860	<del>ORS 659A.109</del>	ORS 659A.309
ORS 659.865	<del>ORS 659A.112-659A.139</del>	<del>ORS 659A.145</del>
ORS 659.870	ORS 659A.006	

~~OAR 581-015-0054~~  
OAR 581-021-0045  
OAR 581-021-0046  
OAR 581-021-0049  
OAR 581-021-1140  
~~OAR 839-003-0000~~

Age Discrimination Act of 1975, as amended, 42 U.S.C. Sections 6101-6107 (2006)  
Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C Sections 621-634 (2006) 29 CFR Part 1626 (2006)  
Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2006); 28 CFR Part 35 (2006).  
Equal Pay Act of 1963, as amended, 29 U.S.C. Section 206(d).(2006)  
Rehabilitation Act of 1973, 29 U.S.C. Sections 503, 791, 793, and 794 (2006)  
Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 1681-1683 (2006);Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 CFR Part 106 (2006).  
Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(d) (2006)  
Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(e).(2006)  
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  
Title II of the Genetic Information Nondiscrimination Act of 2008