

Morrow County School District

Code: **GBA**
Adopted: 5/12/03
Revised/Readopted: 4/10/06; 11/08/10; 12/12/16;
2/10/2020

Equal Employment Opportunity

Equal employment opportunity and treatment shall be practiced by the district regardless of race, color, religion, sex, sexual orientation¹, national origin, marital status, **pregnancy, childbirth or a related medical condition**², age, veterans' status³, **service in uniformed service, familial status**, genetic information, **an individual's juvenile records that has been expunged**, and disability⁴ if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

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

END OF POLICY

Legal Reference(s):

[ORS 174.100](#)
~~[ORS 192.630](#)~~
~~[ORS 243.672](#)~~
[ORS 326.051](#)
[ORS 332.505](#)
[ORS 342.934](#)
~~[ORS 408.225 to 408.238](#)~~
~~[ORS 408.230](#)~~
~~[ORS 408.235](#)~~
~~[ORS 652.210 – 652.220](#)~~

[ORS 659.850](#)
[ORS 659.870](#)
[ORS 659A.003](#)
[ORS 659A.006](#)
[ORS 659A.009](#)
[ORS 659A.029](#)
[ORS 659A.030](#)
~~[ORS 659A.040](#)~~
~~[ORS 659A.082](#)~~
~~[ORS 659A.109](#)~~

~~[ORS 659A.112](#)~~
~~[ORS 659A.142](#)~~
~~[ORS 659A.145](#)~~
[ORS 659A.233](#)
[ORS 659A.236](#)
[ORS 659A.309](#)
[ORS 659A.321](#)
[ORS 659A.409](#)
~~[ORS 659A.805](#)~~
~~[ORS 659A.820](#)~~

¹“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.

² **This unlawful employment practice related to pregnancy, childbirth or a related medical condition as described in House Bill 2341 (2019) (added to ORS 659A) applies to employers who employ six or more persons.**

³The district grants a preference in hiring and promotion to veterans and disabled veterans. A veteran is eligible to use the preference any time when applying for a position at any time after discharge or release from service in the Armed Forces of the United States.

⁴ **This unlawful employment practice related to disability as described in ORS 659A.112 applies to employers who employ six or more persons (ORS 659A.106).**

[OAR 581-021-0045](#)
~~[OAR 581-022-1720](#)~~
~~[OAR 581-022-2405](#)~~
~~[OAR 839-003-0000](#)~~
~~[OAR 839-006-0435](#)~~

[OAR 839-006-0440](#)
~~[OAR 839-006-0445](#)~~
~~[OAR 839-006-0450](#)~~
~~[OAR 839-006-0455](#)~~
~~[OAR 839-006-0460](#)~~

[OAR 839-006-0465](#)
~~[House Bill 2341 \(2019\)](#)~~
~~[Senate Bill 479 \(2019\)](#)~~

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006 12).
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 18); 29 C.F.R Part 1626 (2006 19).
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2006 12).
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2006 18).
Rehabilitation Act of 1973, 29 U.S.C. §§ ~~503~~, 791, ~~793~~-794 (2006 12); **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** (2006 19); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2006 19).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2012); 29 C.F.R. Part 1630 (2006 19); 28 C.F.R. Part 35 (2006 19).
Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).
Americans with Disabilities Act Amendments Act of 2008, **42 U.S.C. §§ 12101-12133 (2012)**.
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, ~~as amended~~, 38 U.S.C. § 4212 (2018).
~~Title II of the~~ Genetic Information Nondiscrimination Act of 2008, **42 U.S.C. § 2000ff-1 (2012)**.
Chevron USA Inc. v. Echazabal, 536 U.S. 736 (2002).

~~Cross Reference(s):~~

~~AC—Nondiscrimination~~

~~ACA—Americans with Disabilities Act~~