

Three Rivers School District

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

Policy: AC
Adopted: 11/21/05
Readopted: 5/19/08

NONDISCRIMINATION

The district shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, national origin, disability, marital status, sexual orientation¹, or age or because of the race, color, religion, sex, national origin, marital status, sexual orientation, disability, or age 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 discrimination 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 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 issues². The Board will adopt and the district will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibit discrimination against an individual because he/she 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. The ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

END OF POLICY

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 with the individual's sex at birth.

² 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 166.155		
ORS 174.100	ORS 166.165	
ORS 192.630	ORS 659A.009	ORS 659A.233
ORS 326.051 (1)(e)	ORS 659A.029	ORS 659A.236
ORS 342.934 (3)	ORS 659.150	ORS 659A.030
ORS 659.805	ORS 659A.043	ORS 659A.321
ORS 659.815	ORS 659A.103	ORS 659A.409
ORS 659.850	ORS 659A.109	ORS 659A.309
ORS 659.865	ORS 659A.112-659A.139	
ORS 659.870		

ORS 659A.003 ORS 659A.142
ORS 659A.006 ORS 659A.145

OAR 581-015-0054
OAR 581-021-0044
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 (20036)
Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (20006); 28 CFR Part 35 (20006).
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 (20006).
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

Cross Reference(s):

GBA-Equal Employment Opportunity
JB-Equal Educational Opportunity