

Parkrose School District 3

**** OSBA New Language
**** In OSBA not ours

Code: AC

Revised: 03/13/00

Revised: 10/04

NON-DISCRIMINATION

The district shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, *sexual orientation*¹, national origin, disability, marital status or age or because of the race, color, religion, sex, *sexual orientation*, national origin, disability, marital status 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 assignment 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 of Education 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 (ADA), Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX and other civil rights or discrimination issues.² 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 associate 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 Reference(s):

ORS 192.630	ORS 659A.109	OAR 581-015
ORS 326.051 (1)(e)	ORS 659A.112 - 659A.139	OAR 581-021
ORS 342.934 (3)	ORS 659A.142	OAR 581-021
ORS 659.805	ORS 659A.145	OAR 581-021
ORS 659.815	ORS 659A.233	OAR 581-022
ORS 659.850	ORS 659A.236	OAR 581-015
ORS 659.865	ORS 659A.309	OAR 581-021
ORS 659.870	ORS 659A.321	OAR 581-021
ORS 659A.006	ORS 659A.409	OAR 581-021
ORS 659A.009	SB 2 (2007)	
ORS 659A.029		
ORS 659A.030		
ORS 659A.043		
ORS 659A.103		
ORS 192.630		

Age Discrimination Act of 1975, ~~as amended~~, 42 U.S.C. §§ 6101-6107 (2006).

Age Discrimination in Employment Act of 1967, ~~as amended~~, 29 U.S.C. §§ 621-634 (2006); 29 C.F.R. Part 1626 (2006).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 CFR Part 1630 ~~(2000)~~ (2006); 28 CFR Part 35 ~~(2000)~~ (2006).

Equal Pay Act of 1963, ~~as amended~~, 29 U.S.C. § 206(d) (2006).

Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793-794 (2006).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2006); *Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance*, 34 CFR Part 106 ~~(2000)~~ (2006).

Title VI of the Civil Rights Act of 1964, ~~as amended~~, 42 U.S.C. § 2000(d) (2006).

Title VII of the Civil Rights Act of 1964, ~~as amended~~, 42 U.S.C. § 2000(e) (2006).

Wygant v. Jackson Board of Education, 476 U.S. 267 (1989).

~~Cross References:~~

Policy GBA—Equal Employment Opportunity
Policy JB—Equal Educational Opportunity