

Three Rivers School District

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

EQUAL EMPLOYMENT OPPORTUNITY

Equal employment opportunity and treatment shall be practiced by the district regardless of race, color, national origin, religion, sex, sexual orientation¹, age, marital status and disability 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 and Section 504 of the Rehabilitation Act of 1973.

The Superintendent or designee will develop other specific recruiting, interviewing and evaluation procedures as are necessary to implement this policy.

END OF POLICY

Legal References:

ORS 243.672	ORS 659A.030	ORS 659A.409
ORS 326.051	ORS 659A.109	ORS 659A.805
ORS 332.505	ORS 659A.142	OAR 581-021-0045
ORS 342.934	ORS 659A.145	OAR 581-022-1720
ORS 659.850	ORS 659A.233	
ORS 659.870	ORS 659A.236	
ORS 659A.009	ORS 659A.309	
ORS 659A.029	ORS 659A.321	

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

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

Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Sections 621-634; 29 CFR Part 1626 (2003).

Age Discrimination Act of 1975, as amended, 42 U.S.C. Sections 6101-6107.

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

Rehabilitation Act of 1973, 29 U.S.C. Sections 791, 793, and 794.

Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 1681-1683; 34 CFR Part 106 (2000).

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

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

Cross Reference(s): AC-Nondiscrimination

¹Sexual 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.

Adopted:

Reviewed: 11/17/08