

Beaverton School District 48J

Code: **GBA**
Adopted: 1/11/11
Orig. Code(s): GBA

Equal Employment Opportunity

Equal employment opportunity and treatment shall be provided in hiring, retention, transfer, promotion and training of all employees regardless of actual or perceived race, color, religion, gender¹, sexual orientation¹, gender identity², gender expression³, national origin, marital status, age, veterans' status⁴, genetic information or other categories protected by law and disability if the employee, with or without accommodations, is able to perform the essential functions of the position.

Positive action will be taken to ensure equal employment opportunities based on an individual's qualifications for and/or performance of specific duties in relation to organizational needs.

Continuous effort will be devoted to the improvement of human relationships to prevent discriminatory practices in the District. The District will make special efforts to inform all staff members of available training opportunities and assist them in securing advanced training.

This policy is an integral part of the human relations effort for the Beaverton schools.

The Superintendent or designee will appoint an employee to serve as the officer in charge of compliance with the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments Act of 2008 (ADA), Section 504 of the Rehabilitation Act of 1973; and Title IX of the Education Amendments of 1972.⁵ The Title IX coordinator will investigate complaints communicated to the District alleging noncompliance with Title IX.

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

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 within the individual's sex at birth.

²"Gender identity" refers to a person's innate, personal (psychological) sense of being male or female, which may or may not correspond to the person's body or gender designated at birth.

³"Gender expression" refers to a person's external manifestation of gender identity and how it is presented to others, such as dress, grooming, mannerisms, behavior, voice, and social interactions.

⁴The district grants a preference in hiring and promotion to qualified 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.

⁵The District shall notify students and employees of the name, office address and telephone number of the employee or employees appointed.

Legal Reference(s):

ORS 174.100	ORS 659A.029	OAR 581-021-0045
ORS 192.630	ORS 659A.030	OAR 581-022-1720
ORS 243.672	ORS 659A.109	OAR 839-003-0000
ORS 326.051	ORS 659A.142	OAR 839-006-0435
ORS 332.505	ORS 659A.145	OAR 839-006-0440
ORS 342.934	ORS 659A.233	OAR 839-006-0445
ORS 408.225 to -408.238	ORS 659A.236	OAR 839-006-0450
ORS 659.850	ORS 659A.309	OAR 839-006-0455
ORS 659.870	ORS 659A.321	OAR 839-006-0460
ORS 659A.003	ORS 659A.409	OAR 839-006-0465
ORS 659A.006	ORS 659A.805	
ORS 659A.009		

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

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); 29 C.F.R Part 1626 (2006).

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

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

Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 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 C.F.R. Part 106 (2006).

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

Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).

Americans with Disabilities Act Amendments Act of 2008.

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212.

Title II of the Genetic Information Nondiscrimination Act of 2008.