

Morrow County School District

Code: AC
Readopted: 11/08/10
Revised: 8/10/15

Nondiscrimination

The district ~~shall promote~~ prohibits nondiscrimination and ~~an environment free of~~ harassment ~~based on any basis protected by law, including but not limited to,~~ an individual's perceived or actual race, color, religion, sex, sexual orientation¹, national or ethnic origin, marital status, age ~~or~~ mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status, or because of the perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, ~~or~~ mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status 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~~ prohibits discrimination and harassment, including but not limited to, 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 encourages staff to improve human relations within the schools, to respect all individuals 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 complaint procedures providing for prompt and equitable resolution of complaints from students, ~~and~~ employees and the public complaints.

~~Federal civil rights laws~~ The district prohibits retaliation and discrimination against an individual ~~because he/she who~~ who 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; ~~and~~ and ~~ADA~~ further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising ~~the any~~ rights guaranteed under ~~the Act~~ state and federal law.

END OF POLICY

¹“Sexual orientation” means an individuals’ actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individuals’ gender identity, appearance, expression or behavior differs from that traditionally associated with the individuals’ sex at birth.

²Districts 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 174.100	ORS 659A.029	ORS 659A.409
ORS 192.630	ORS 659A.030	
ORS 326.051(1)(e)	ORS 659A.04340	OAR 581-015-0054
ORS 342.934(3)	ORS 659A.103-100 to -145	OAR 581-021-0044
ORS 659.805	ORS 659A.109	OAR 581-021-0045
ORS 659.815	ORS 659A.112-659A.139	OAR 581-021-0046
ORS 659.850 to -860	ORS 659A.142	OAR 581-021-0049
ORS 659.865	ORS 659A.145	OAR 581-022-1140
ORS 659.870	ORS 659A.233	OAR 839-003-0000
ORS 659A.003	ORS 659A.236	
ORS 659A.006	ORS 659A.309	
ORS 659A.009	ORS 659A.321	

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2006).
Age Discrimination in Employment Act of 1967, 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 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (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).
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (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.

Cross Reference(s):

~~ACA—Americans with Disabilities Act~~
~~GBA—Equal Employment Opportunity~~
~~JB—Equal Educational Opportunity~~