

Equal Employment Opportunity

Equal employment opportunity and treatment will be practiced by the College regardless of race, color, national origin, religion, sex, actual or perceived sexual orientation, actual or perceived gender identity, age, disability, veterans' status, genetic information or marital status if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

The President 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), and Section 504 of the Rehabilitation Act of 1973. The President will also designate a Title IX coordinator to comply with the requirements of Title IX of the Education Amendments of 1972. The Title IX coordinator will ensure complaints communicated to the College alleging noncompliance with Title IX are investigated in accordance with federal and state law(s). The name, address and telephone number of the Title IX coordinator will be provided to all students and employees.

END OF POLICY

Legal Reference(s):

ORS 174.100	ORS 659A.029	
ORS 192.630	ORS 659A.030	OAR 589-008-0100(1)(j)
ORS 243.672	ORS 659A.043	OAR 589-010-0100
ORS 341.290(1)	ORS 659A.046	OAR 839-003-0000
ORS 408.225	ORS 659A.109	OAR 839-006-0435
ORS 408.230	ORS 659A.142	OAR 839-006-0440
ORS 408.235	ORS 659A.145	OAR 839-006-0450
ORS 659.850	ORS 659A.233	OAR 839-006-0455
ORS 659.870	ORS 659A.236	OAR 839-006-0460
ORS 659A.003	ORS 659A.309	OAR 839-006-0465
ORS 659A.006	ORS 659A.409	
ORS 659A.009	ORS 659A.805	

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2012).

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2012).

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2012).

Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2012).

Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 791, 793-794 (2012).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2012).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2012); 29 C.F.R. Part 1630 (2016); 28 C.F.R. Part 35 (2016).

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

Americans with Disabilities Act Amendments Act of 2008.

Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (2012). Title II of the Genetic Information Nondiscrimination Act of 2008.

Cross Reference(s):

AC - Nondiscrimination

ACA - Americans with Disabilities Act