

JUNCTION CITY SCHOOL DISTRICT

POLICY: NONDISCRIMINATION

CODE: AC

1. The District prohibit nondiscrimination and harassment 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, 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, mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status of any other persons with whom the individual associates.
2. The District 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.
3. 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.
4. 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 District will publish complaint procedures providing for prompt and equitable resolution of complaints from students, employees, and the public.
5. The District prohibits retaliation and discrimination against an individual who has opposed any discrimination act or practice; because that person has filed a charge; testified, assisted or participated in an investigation, proceeding, or hearing; and further prohibits anyone from coercing, intimidating, threatening, or interfering with an individual for exercising any rights guaranteed under state and federal law.

END OF POLICY

Legal References:	ORS 174.100	ORS 192.630	ORS 659.805	ORS 659.865
	ORS 326.051 (1)(e)	ORS 659.815	ORS 659.870	ORS 659.850-860
	ORS 659A.003	ORS 659A.006	ORS 659A.009	ORS 659A.029
	ORS 659A.030	ORS 659A.040	ORS 659A.100-145	ORS 659A.233
	ORS 659A.236	ORS 659A.309	ORS 659A.321	ORS 659A.409
	OAR 581-021-0045	OAR 581-021-0046	OAR 581-021-0049	OAR 581-022-1140

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 Board of Education, 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

Adoption: September 28, 2015

November 22, 2010

September 28, 2009

November 19, 2007

January 23, 2006

March 10, 1997 (Section 2, punctuation changes only)

January 8, 1990

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 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.