

## Equal Employment Opportunity

Equal employment opportunity and treatment shall be practiced by the College regardless of race, color, national origin, religion, sex, sexual orientation<sup>1</sup>, 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 investigate complaints communicated to the district alleging noncompliance with Title IX. 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 192.630](#)  
[ORS 243.672](#)  
[ORS 341.290\(1\)](#)  
[ORS 659.805](#)  
[ORS 659.850](#)  
[ORS 659.870](#)  
[ORS 659A.003](#)  
[ORS 659A.006](#)

[ORS 659A.009](#)  
[ORS 659A.029](#)  
[ORS 659A.030](#)  
[ORS 659A.043](#)  
[ORS 659A.046](#)  
[ORS 659A.109](#)  
[ORS 659A.142](#)  
[ORS 659A.145](#)

[ORS 659A.233](#)  
[ORS 659A.236](#)  
[ORS 659A.309](#)  
[ORS 659A.409](#)  
  
[OAR 589-008-0100\(1\)\(j\)](#)  
[OAR 589-010-0100](#)  
[OAR 839-003-0000](#)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d.  
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e.  
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107.  
Equal Pay Act of 1963, 29 U.S.C. § 206(d).  
Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 791, 793-794.  
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683.  
Americans with Disabilities Act of 1990; Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630; 28 C.F.R. Part 35.

---

<sup>1</sup>“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 in the individual’s sex at birth.

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):**

AC - Nondiscrimination  
ACA - Americans with Disabilities Act