

Tigard-Tualatin School District 23J

Code: AC
Adopted: 11-30-04
Readopted: 04-28-05
Revised: 04-09-09
Revised: 11-29-10

Non-Discrimination

The district shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation, national origin, disability, parental or marital status, or age or because of the race, color, religion, sex, sexual orientation, national origin, disability, parental or marital status, or age 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 discrimination 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 continue to maintain, or where necessary improve, human relations within the schools 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 (ADA), Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX and other civil rights or discrimination issues¹. The Board will adopt and the district will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibit discrimination against an individual because he/she 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. ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

END OF POLICY

Legal Reference(s):

ORS 192.630	ORS 659.815	ORS 659A.006
ORS 326.051 (1)(e)	ORS 659.850	ORS 659A.009
ORS 342.934 (3)	ORS 659.865	ORS 659A.029
ORS 659.805	ORS 659.870	
ORS 659A.030	ORS 659A.112 - 659A.139	ORS 659A.236
ORS 659A.043	ORS 659A.142	ORS 659A.309
ORS 659A.103	ORS 659A.145	ORS 659A.321
ORS 659A.109	ORS 659A.233	ORS 659A.409

¹Districts 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.

[OAR 581-015-0054](#)
[OAR 581-021-0045](#)

[OAR 581-021-0046](#)
[OAR 581-021-0049](#)

[OAR 581-022-1140](#)

Age Discrimination Act of 1975, as amended, 42 U.S.C. Sections 6101-6107.
Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Sections 621-634; 29 CFR Part 1626 (2003).
Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).
Equal Pay Act of 1963, as amended, 29 U.S.C. Section 206(d).
Rehabilitation Act of 1973, 29 U.S.C. Sections 791, 793 and 794.
Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 1681-1683; 34 CFR Part 106 (2000).
Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(d).
Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(e).
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.

Cross Reference(s):

ACA - Americans with Disabilities Act
GBA - Equal Employment Opportunity
JB - Equal Educational Opportunities
KL – Public Complaints
GBM – Staff Complaints