



**NON-DISCRIMINATION**

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**POLICY:**

The McMinnville School District prohibits discrimination and harassment on any basis protected by law, including but not limited to, an individual’s perceived or actual race, color, religion, sex, sexual orientation<sup>1</sup>, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial 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.

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.

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 issues. The district will publish complaint procedures providing for prompt and equitable resolution of complaints from students, employees and the public.

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.

Revision Date: 6/14/04, 12/10/07, 10/14/09, 5/9/11, 1/11/15

Adoption Date: 11/9/89

Legal Reference(s):

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|-------------------------------------|-------------------------------------|
| <a href="#">ORS 174.100</a>         | <a href="#">ORS 659A.321</a>        |
| <a href="#">ORS 192.630</a>         | <a href="#">ORS 659A.009</a>        |
| <a href="#">ORS 326.051 (1)(e)</a>  | <a href="#">ORS 659A.029</a>        |
| <a href="#">ORS 659.870</a>         |                                     |
| <a href="#">ORS 659.150</a>         | <a href="#">ORS 659A.003</a>        |
| <a href="#">ORS 659.805</a>         | <a href="#">ORS 659A.040</a>        |
| <a href="#">ORS 659.815</a>         | <a href="#">ORS 659A100 to -145</a> |
| <a href="#">ORS 659.850 to -860</a> |                                     |

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<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 the individual’s sex at birth.

ORS 659.865  
ORS 659A.233  
ORS 659A.006  
ORS 659A.309  
OAR 581-021-0046  
OAR 581-021-0049

ORS 659A.409  
ORS 659A.236  
OAR 581-021-0045  
OAR 581-022-1140  
OAR 581-021-0044

Age Discrimination Act of 1975, as amended, 42 U.S.C. Sections 6101-6107 (2006).  
Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Sections 621-634; 29 CFR Part 1626 (2006).  
Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2006); 28 CFR Part 35 (2006).  
Equal Pay Act of 1963, as amended, 29 U.S.C. Section 206(d) (2006).  
Rehabilitation Act of 1973, 29 U.S.C. Sections 503, 791, 793, 794 (2006).  
Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 1681-1683 (2006); 34 CFR Part 106 (2006).  
Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(d) (2006).  
Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(e) (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. Section 4212.  
Title II of the Genetic Information Nondiscrimination Act of 2008.