

### **3410 – Nondiscrimination**

Columbia Gorge Community College is committed to equal opportunity in educational programs, employment, and all access to institutional programs and activities.

Columbia Gorge Community College, and each individual who represents the Columbia Gorge Community College, shall provide access to its services, classes, and programs without regard to the individual's legally protected status.

Legally protected status is defined as: sex or gender, national origin, religion, age, gender identity, gender expression, race, color, genetic information, sexual orientation, physical or mental disability, military and veteran status, and pregnancy. The Department of Human Resources shall establish administrative procedures that ensure all members of the college community can present complaints regarding alleged violations of this policy and have their complaints heard in accordance with state and federal laws regarding nondiscrimination.

No College funds shall ever be used for membership, or for any participation involving financial payment or contribution on behalf of the College or any individual employed by or associated with it, to any private organization whose membership practices are discriminatory on the basis of national origin, religion, age, gender, gender identity, gender expression, race, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, military and veteran status, and pregnancy.

#### **Legal Reference(s):**

1. Title VII of the Civil Rights Act of 1964 (Title VII) and 42 U.S. Code Section 2000e
2. The Age Discrimination in Employment Act of 1967(ADEA) and 29 Code of Federal Regulations Parts 1625 et seq.;
3. Americans with Disabilities Act of 1990 (ADA) and 29 Code of Federal Regulations Parts 1630 et seq.;
4. ADA Amendments Act of 2008 (ADAAA);
5. Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) and 29 Code of Federal Regulations Parts 1635.1 et seq.;
6. 29 Code of Federal Regulations Parts 1601.1 et seq. – Discrimination based on National Origin;
7. 29 Code of Federal Regulations Parts 1606 et seq. – Religious Discrimination;
8. Pregnancy Discrimination Act of 1978 (PDA) and 29 Code of Federal Regulations Part 1604.10
9. ORS 659A & ORS 659.850 to 659.860