

3420 – Equal Employment Opportunity

The Board of Education desires to build a community in which opportunity is equalized, and community colleges foster a climate of acceptance, with the inclusion of employees from a wide variety of backgrounds. It agrees that diversity in the academic environment fosters cultural awareness, mutual understanding and respect, harmony and respect, and suitable role models for all students. The Board of Education therefore commits itself to promote the total realization of equal employment through a continuing equal employment opportunity program.

Human Resources shall develop, for review and adoption by the Board of Education, a plan for equal employment opportunity that complies with federal and state law as modified or clarified by judicial interpretation from time to time.

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