



<b>Administrative Policy:</b>	Nondiscrimination		<b>Policy Number:</b>	AP 3410
<b>Applicable regulations - Federal/State/Board/College</b>	<p><b>Nondiscrimination References for Education Programs:</b>            Title VI of the Civil Rights Act of 1964; 42 U.S. Code Sections 2000d et seq.;            Title IX of the Education Amendments of 1972; 20 U.S. Code Sections 1681 et seq.;            Section 504 of the Rehabilitation Act of 1973; 29 U.S. Code Section 794;            Age Discrimination Act of 1975; 42 U.S. Code Sections 6101-6107;            Title II of the Americans with Disabilities Act, 28 Code of Federal Regulations Part 35;            34 Code of Federal Regulations Section 100.6 subd. (d), 106.9, 104.8, and 110.25            ORS 659.850 to 659.860            OAR Chapter 715, Division 11</p> <p><b>Nondiscrimination References for Employment:</b>            Title VII of the Civil Rights Act of 1964 (Title VII) and 42 U.S. Code Section 2000e;            The Age Discrimination in Employment Act of 1967(ADEA) and 29 Code of Federal Regulations Parts 1625 et seq.;            Americans with Disabilities Act of 1990 (ADA) and 29 Code of Federal Regulations Parts 1630 et seq.;            ADA Amendments Act of 2008 (ADAAA);            Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) and 29 Code of Federal Regulations Parts 1635.1 et seq.;            29 Code of Federal Regulations Parts 1601.1 et seq.- Discrimination based on National Origin;            29 Code of Federal Regulations Parts 1606 et seq. – Religious Discrimination;            Pregnancy Discrimination Act of 1978 (PDA) and 29 Code of Federal Regulations Part 1604.10            ORS 659A</p>			
<b>Accountable Administrator:</b>	Director of Human Resources	<b>Position responsible for updates:</b>	Director of Human Resources	
<b>Original Date:</b>	04/01/24	<b>Executive Team approval date:</b>	05/07/24	
<b>Date Posted on Web:</b>	6/12/24	<b>Revised:</b>	8/6/24	<b>Reviewed:</b>

## Education Programs

Oregon Coast Community College shall provide access to its services, classes and programs without regard to race, color, national origin, religion, sex, age, disability, veterans’ status, sexual orientation, gender identity, or marital status.

All courses, including noncredit classes, shall be conducted without regard to the gender of the student enrolled in the classes.

Oregon Coast Community College shall not prohibit any student from enrolling in any class or course on the basis of gender.

Academic staff, including but not limited to counselors, instructors and administrators shall not offer program guidance to students which differs on the basis of gender.

Insofar as practicable, Oregon Coast Community College shall offer opportunities for participation in athletics equally to male and female students.

## **Employment**

Oregon Coast Community College shall provide equal employment opportunities to all applicants and employees regardless of race, religion, color, national origin, physical disability, mental disability, genetic information, sex, gender, *gender identity*, age, *sexual orientation*, or pregnancy.

All employment decisions, including but not limited to hiring, retention, assignment, transfer, evaluation, dismissal, compensation, and advancement for all position classifications shall be based on job-related criteria as well as be responsive to Oregon Coast Community College needs.

Oregon Coast Community College shall from time to time as necessary provide professional and staff development activities and training to promote understanding of diversity.

## **Statement of Non-Retaliation**

Oregon Coast Community College prohibits retaliation, including intimidation, threatening, harassing, coercing, or any way discriminating against the individual(s) or subjecting the individual to a materially adverse action because of the individual's complaint or participation in the grievance process.

Anyone who is aware of possible retaliation or has other concerns regarding the response to a complaint should report such concerns to:

Bruce Clemetsen, 541-867 8511, [bruce.clemetsen@oregoncoast.edu](mailto:bruce.clemetsen@oregoncoast.edu) or

Joy Gutknecht, 541-867-8515, [joy.gutknecht@oregoncoast.edu](mailto:joy.gutknecht@oregoncoast.edu)

400 SE College Way, Newport, OR 97366

The College is prepared to take any appropriate steps to protect individuals who have been subjected to or fear that they may be subject to retaliation. Students or employees who retaliate will face disciplinary action.