BP 3410 Nondiscrimination

References:

Title VI of the Civil Rights Act of 1964 (Title VI) and 42 U.S. Code Section 2000d; Title VII of the Civil Rights Act of 1964 (Title VII) and 42 U.S. Code Section 2000e Title IX of the Education Amendments Act of 1972; 20 U.S. Code Sections 1681 et seq.; The Age Discrimination in Employment Act of 1967(ADEA) and 29 Code of Federal Regulations Sections1625 et seq.; Age Discrimination Act of 1975; 42 U.S. Code Sections 6101-6107, 34 Code of Federal Regulations Sections 110 et seq. and 45 Code of Federal Regulations Section 90 et seq; Americans with Disabilities Act of 1990 (ADA) and 29 Code of Federal Regulations Sections1630 et seq.; ADA Amendments Act of 2008 (ADAAA); Section 504 of the Rehabilitation Act of 1975, 34 Code of Federal Regulations Sections 104 et seq. and 45 Code of Federal Regulations Sections 84 et seq; Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) and 29 Code of Federal Regulations Sections 1635.1 et seq.; 29 Code of Federal Regulations Sections 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 Section 1604.10 34 Code of Federal Regulations Part 106 ORS 659A ORS 659.850 to 659.860

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

The College and each individual who represents the 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, immigration and citizenship status, religion, age, gender identity, gender expression, race, color, genetic information, sexual orientation, physical or mental disability, military and veteran status, and pregnancy.

Oregon law includes the following protected classes: race, color, religion, sex, sexual orientation, gender identity, national origin, immigration and citizenship status, marital status, age (18 years of age or older), expunged juvenile record, or disability. Oregon law defines race to include "physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined in ORS 659A.001."

The President 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.

Adopted: