

Three Rivers School District

Code: GBA
Adopted: 4/17/06
Readopted: 11/14/11; 7/21/15; 3/11/20;
10/18/23
Orig. Code: GBA

Equal Employment Opportunity

Equal employment opportunity and treatment shall be practiced by the district regardless of race¹, color, religion, sex, sexual orientation², gender identity, national origin, marital status, pregnancy, childbirth or a related medical condition³, age, veterans' status⁴, service in a uniformed service, familial status, genetic information, an individual's juvenile record that has been expunged, and disability if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

The district administers preference in hiring or promotion decisions in accordance with Oregon law for applicants claiming preference as a veteran, disabled veteran, state servicemember or former state servicemember.

The superintendent will appoint an employee to serve as the officer in charge of compliance with the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments Act of 2008 (ADA), and Section 504 of the Rehabilitation Act. The superintendent will also designate a Title IX coordinator to comply with the requirements of Title IX of the Education Amendments of 1972. The Title IX coordinator will investigate complaints communicated to the district alleging noncompliance with Title IX. The name, address and telephone number of the Title IX coordinator will be communicated provided to all students, parents of students, and employees through handbooks and will be published on the district website.

The superintendent will develop other specific recruitment recruiting, interviewing and evaluation procedures as are necessary to implement this policy. These procedures will seek to provide an equal employment opportunity and eliminate the effects of past and present discrimination, intended or unintended, on the basis of race, religion, national origin, age, sex, marital status or physical or mental disabilities.

END OF POLICY

¹ Race also includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined by ORS 659A.001.

² ~~“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 within the individual’s sex at birth.~~

³ ~~This unlawful employment practice related to pregnancy, childbirth or a related medical condition as described in House Bill 2341 (2019) (added to ORS 659A) applies to employers who employ six or more persons.~~

⁴ The district grants a preference in hiring and promotion to veterans and disabled veterans. A veteran is eligible to use the preference any time when applying for a position at any time after discharge or release from service in the Armed Forces of the United States.

Legal Reference(s):

ORS 174.100	ORS 659A.009	ORS 659A.409
ORS 243.317 – 243.323	ORS 659A.029	ORS 659A.820
ORS 326.051	ORS 659A.030	OAR 581-021-0045
ORS 332.505	ORS 659A.040	OAR 581-022-2405
ORS 342.934	ORS 659A.082	OAR 839-003-0000
ORS 408.225	ORS 659A.109	OAR 839-006-0435
ORS 408.230	ORS 659A.112	OAR 839-006-0440
ORS 408.235	ORS 659A.147	OAR 839-006-0450
ORS 652.210 - 652.220	ORS 659A.233	OAR 839-006-0455
ORS 659.850	ORS 659A.236	OAR 839-006-0460
ORS 659A.003	ORS 659A.309	OAR 839-006-0465
ORS 659A.006	ORS 659A.321	

~~House Bill 2341 (2019)~~

~~Senate Bill 479 (2019)~~

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § ~~2000d (2012)~~. (2024)

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, et. seq. ~~(2012)~~. (2024)

Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 ~~(2018)~~; (2024) 29 C.F.R Part 1626 (2024) ~~2019)~~.

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 ~~(2012)~~. (2024)

Equal Pay Act of 1963, 29 U.S.C. § 206(d) ~~(2018)~~. (2024)

Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 794 ~~(2012)~~; (2024) 34 C.F.R. Part 104 ~~(2019)~~. (2024)

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, (2024) ~~1701, 1703-1705, 1720 (2018)~~;

Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 ~~(2019)~~. (2024)

Americans with Disabilities Act of 1990, /Americans with Disabilities Act Amendments Act, 42 U.S.C. §§ 12101-12213 ~~(2012)~~ 2024); 29 C.F.R. Part 1630 ~~(2019)~~ (2025); 28 C.F.R. Part 35 ~~(2019)~~. (2025)

~~Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).~~

~~Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2012).~~

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, 38 U.S.C. § 4212 ~~(2018)~~. (2024)

Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. § 2000ff-1 ~~(2012)~~. (2024)

~~Chevron USA Inc. v. Echazabal, 536 U.S. 736 (2002).~~

Uniformed Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. §§ 4301-4303, 4311 (2024).

Cross Reference(s):

AC - Nondiscrimination

ACA - Americans with Disabilities Act