

**Equal Educational Opportunity\*\***

Every student of the ESD will be given equal educational opportunities regardless of age, sex, sexual orientation<sup>1</sup> race, religion, color, national origin, disability, parental status, familial status, marital status, linguistic background, culture, socioeconomic status, capability or geographic location.

No student will be excluded from participating in, denied the benefits of, or subjected to discrimination under any program or service conducted by the ESD or denied access to facilities in the ESD. The ESD will treat its students without discrimination on the basis of sex as this pertains to course offerings, employment assistance and such other activities as may be provided by the ESD for component school district students.

A student or parent may also access and use the ESD’s general complaint procedure through Board policy KL - Public Complaints.

All reports, complaints or information will be investigated.

The ESD will communicate the availability of policy and available complaint procedures to students and their parents on the ESD website and made available at the ESD office during regular business hours. A student of the ESD may not be subjected to retaliation by the ESD for the reason that the student has in good faith reported information that the student believes is evidence of a violation of a state or federal law, rule or regulation.

END OF POLICY

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**Legal Reference(s):**

<a href="#">ORS 174.100</a>	<a href="#">ORS 659.852</a>	<a href="#">ORS 659A.406</a>
<a href="#">ORS 192.630</a>	<a href="#">ORS 659A.003</a>	<a href="#">OAR 581-021-0045</a>
<a href="#">ORS 326.051</a>	<a href="#">ORS 659A.006</a>	<a href="#">OAR 581-021-0046</a>
<a href="#">ORS 329.025</a>	<a href="#">ORS 659A.103 - 659A.145</a>	<a href="#">OAR 581-022-2310</a>
<a href="#">ORS 334.125</a>	<a href="#">ORS 659A.400</a>	<a href="#">OAR 839-003-0000</a>
<a href="#">ORS 336.086</a>	<a href="#">ORS 659A.403</a>	
<a href="#">ORS 659.850</a>		

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018); 28 C.F.R. §§ 42.101-42.106 (2019).  
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793-794 (2018) ; 34 C.F.R. Part 104 (2019).  
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705 ( 2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).  
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).  
Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12333 (2018).

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<sup>1</sup> “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 behaviors differs from that traditionally associated with the individual’s sex at birth.