

Linn Benton Lincoln Education Service District

Code: AC
Adopted: 7/8/98
Revised: 5/21/25

Nondiscrimination and Civil Rights

The ESD prohibits discrimination and harassment on any basis protected by law, including but not limited to, an individual's perceived or actual

1. Race¹,
2. Color,
3. Religion,
4. Sex,
5. Sexual orientation,
6. Gender identity,
7. National or ethnic origin,
8. Mental or physical disability,
9. Pregnancy,
10. Familial status,
11. Economic status,
12. Veterans' status,
13. Marital status,
14. Or age

and of any other persons with whom the individual associates.

The ESD does not discriminate on any basis listed below and prohibits discrimination and harassment, including but not limited to, in employment, assignment and promotion of personnel; in educational

¹ Includes discriminatory use of a Native American mascot pursuant to OAR 581-021-0047. 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 (as amended by House Bill 2935 (2021)).

opportunities and services offered students; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Board encourages staff to maintain positive and productive human relations within the ESD, to respect all individuals and to establish channels through which citizens can communicate their concerns to the administration and the Board.

The Superintendent shall appoint individuals at the ESD for whom to contact on issues concerning the Americans with Disabilities Act and the Americans with Disabilities Act Amendments Act (ADA), Section 504 of the Rehabilitation Act, Title VI, Title VII, Title IX and other civil rights or discrimination issues and notify students, parents, and staff with their names, office addresses, and phone numbers. The ESD will publish complaint procedures providing for prompt and equitable resolution of complaints from students, employees and the public and such procedures will be available at the ESD administrative office and available on the home page of the ESD website. Complaint procedures are published in administrative regulation AC-AR (1) – Discrimination or Civil Rights Complaint Procedure.

The ESD prohibits retaliation and discrimination against an individual who has opposed any discrimination act or practice; because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under state and federal law.

END OF POLICY

Legal Reference(s):

ORS 174.100	ORS 192.630
ORS 326.051(1)(e)	ORS 659.805
ORS 659.815	ORS 659.850 to .860
ORS 659.865	ORS 659.870
ORS 659A.001	
ORS 659A.003	ORS 659A.006
ORS 659A.029	ORS 659A.030
ORS 659A.040	ORS 659A.103 to 145
ORS 659A.230 to 233	ORS 659A.236
ORS 659A.309	ORS 659A.321
ORS 659A.409	ORS 659A.009
OAR 581-021-0046	
OAR 581-021-0047	OAR 581-022-2310
OAR 581-075-0901	OAR 581-024-0210
OAR 581-075-0001 - 075-0005	OAR 839-003
OAR 581-022-2370	

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018); 28 C.F.R. §§ 42.101-42.106 (2019)

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018); 29 C.F.R. § 1601 (2019)

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2018).

Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-633 (2018); 29 C.F.R. Part 1626 (2019)

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

Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 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 (2024).

Americans with Disabilities Act/Americans with Disabilities Act Amendments Act, 42 U.S.C. §§ 12101-12112; 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).

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

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

Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. §20000ff-1 (2018); 29 C.F.R. Part 1635 (2019).

Cross Reference(s):

GBA - Equal Employment Opportunity

JB - Equal Educational Opportunity