Madrone Trail

Code:**GBA**

Adopted:

Public Charter School

**Equal   Employment   Opportunity**

(Required  if  public  charter  school  is  the  employer)

Equal  employment  opportunity  and  treatment  shall  be  practiced  by  the  public  charter  school  regardless  of

race,  color,  religion,  sex,  sexual  orientation1,  national  origin,  marital  status,  age,  veterans’  status,  genetic

information  and  disability  if  the  employee,  with  or  without  reasonable  accommodation,  is  able  to  perform

the  essential  functions  of  the  position.

The  public  charter  school  administrator  will  appoint  an  employee  to  serve  as  the  officer  in  charge  of

compliance  with  the  Americans  with  Disabilities  Act  and  Section  504  of  the  Rehabilitation  Act  of  1973.

The  public  charter  school  administrator  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  public  charter  school  alleging  noncompliance  with  Title  IX.  The  name,

address  and  telephone  number  of  the  Title  IX  coordinator  will  be  provided  to  all  students  and  employees.

The  public  charter  school  administrator  will  develop  other  specific  recruiting,  interviewing  and  evaluation

procedures  as  are  necessary  to  implement  this  policy.

END  OF  POLICY

**Legal  Reference(s):**

[ORS](http://www.leg.state.or.us/ors/174.html) [174](http://www.leg.state.or.us/ors/174.html).100

[ORS](http://www.leg.state.or.us/ors/192.html) [192](http://www.leg.state.or.us/ors/192.html).630

[ORS](http://landru.leg.state.or.us/ors/243.html) [243](http://landru.leg.state.or.us/ors/243.html).672

[ORS](http://landru.leg.state.or.us/ors/326.html) [326](http://landru.leg.state.or.us/ors/326.html).051

[ORS](http://landru.leg.state.or.us/ors/332.html) [332](http://landru.leg.state.or.us/ors/332.html).505

[ORS](http://www.leg.state.or.us/ors/338.html) [338](http://www.leg.state.or.us/ors/338.html).115

[ORS](http://landru.leg.state.or.us/ors/342.html) [342](http://landru.leg.state.or.us/ors/342.html).934

[ORS](http://landru.leg.state.or.us/ors/659.html) [659](http://landru.leg.state.or.us/ors/659.html).850

[ORS](http://landru.leg.state.or.us/ors/659.html) [659](http://landru.leg.state.or.us/ors/659.html).870

[ORS](http://www.leg.state.or.us/ors/659.html) [659A](http://www.leg.state.or.us/ors/659.html).003

[ORS](http://www.leg.state.or.us/ors/659a.html) [659A](http://www.leg.state.or.us/ors/659a.html).006

[ORS](http://landru.leg.state.or.us/ors/659a.html) [659A](http://landru.leg.state.or.us/ors/659a.html).009

[ORS](http://landru.leg.state.or.us/ors/659a.html) [659A](http://landru.leg.state.or.us/ors/659a.html).029

[ORS](http://landru.leg.state.or.us/ors/659a.html) [659A](http://landru.leg.state.or.us/ors/659a.html).030

[ORS](http://landru.leg.state.or.us/ors/659a.html) [659A](http://landru.leg.state.or.us/ors/659a.html).109

[ORS](http://landru.leg.state.or.us/ors/659a.html) [659A](http://landru.leg.state.or.us/ors/659a.html).142

[ORS](http://landru.leg.state.or.us/ors/659a.html) [659A](http://landru.leg.state.or.us/ors/659a.html).145

[ORS](http://landru.leg.state.or.us/ors/659a.html) [659A](http://landru.leg.state.or.us/ors/659a.html).233

[ORS](http://landru.leg.state.or.us/ors/659a.html) [659A](http://landru.leg.state.or.us/ors/659a.html).236

[ORS](http://landru.leg.state.or.us/ors/659a.html) [659A](http://landru.leg.state.or.us/ors/659a.html).309

[ORS](http://landru.leg.state.or.us/ors/659a.html) [659A](http://landru.leg.state.or.us/ors/659a.html).321

[ORS](http://landru.leg.state.or.us/ors/659a.html) [659A](http://landru.leg.state.or.us/ors/659a.html).409

[ORS](http://landru.leg.state.or.us/ors/659a.html)  [659A](http://landru.leg.state.or.us/ors/659a.html).805

[OAR](http://arcweb.sos.state.or.us/rules/OARS_500/OAR_581/581_021.html)  [581-021](http://arcweb.sos.state.or.us/rules/OARS_500/OAR_581/581_021.html)-0045

[OAR](http://arcweb.sos.state.or.us/rules/OARS_500/OAR_581/581_022.html)  [581-022](http://arcweb.sos.state.or.us/rules/OARS_500/OAR_581/581_022.html)-1720

[OAR](http://arcweb.sos.state.or.us/rules/OARS_800/OAR_839/839_003.html)  [839-003](http://arcweb.sos.state.or.us/rules/OARS_800/OAR_839/839_003.html)-0000

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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.

Equal  Employment  Opportunity  -  GBA

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Title  VI  of  the  Civil  Rights  Act  of  1964,  42  U.S.C.  §  2000d  (2006).

Title  VII  of  the  Civil  Rights  Act  of  1964,  42  U.S.C.  §  2000e  (2006).

Age  Discrimination  in  Employment  Act  of  1967,  29  U.S.C.  §§  621-634  (2006);  29  C.F.R  Part  1626  (2006).

Age  Discrimination  Act  of  1975,  42  U.S.C.  §§  6101-6107  (2006).

Equal  Pay  Act  of  1963,  29  U.S.C.  §  206(d)  (2006).

Rehabilitation  Act  of  1973,  29  U.S.C.  §§  503,  791,  793-794  (2006).

Title  IX  of  the  Education  Amendments  of  1972,  20  U.S.C.  §§  1681-1683  (2006);  Nondiscrimination  on  the  Basis  of  Sex  in

Education  Programs  or  Activities  Receiving  Federal  Financial  Assistance,  34  C.F.R.  Part  106  (2006).

Americans  with  Disabilities  Act  of  1990,  42  U.S.C.  §§  12101-12213;  29  C.F.R.  Part  1630  (2006);  28  C.F.R.  Part  35  (2006).

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

Americans  with  Disabilities  Act  Amendments  act  of  2008.

The  Vietnam  Era  Veterans’  Readjustment  Assistance  Act  of  1974,  as  amended,  38  U.S.C.  §  4212.

Title  II  of  the  Genetic  Information  Nondiscrimination  Act  of  2008.

CR9/23/10\*RS Corrected  7/26/12

Equal  Employment  Opportunity  -  GBA

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