

# Multnomah Education Service District

Code: **GBA**

Adopted: 11/18/80; 3/17/87; 9/28/92;  
6/9/93; 8/20/93

Readopted: 9/20/94; 3/15/05, 2/19/08

Orig. Code(s): 3210; 3000; 3100

## Equal Employment Opportunity

It is the policy of the Board to provide equal employment opportunity and treatment to all present and prospective employees regardless of age, national origin, race, color, religion, sex, sexual orientation<sup>1</sup>, marital status, family relationship and disability if disability does not preclude performance of bona fide requirements of the position with or without reasonable accommodations.

This equal employment opportunity policy shall be administered and supported through an affirmative action program which shall encompass all organizational rules and procedures affecting employment recruiting and advertising, hiring, job assignments, transfers, compensations, benefits, training and all other terms and conditions of employment.

In accordance with state and federal requirements the Superintendent or his/her designee will develop and maintain an affirmative action plan. The Board will annually review the affirmative action plan.

In the event MESD is charged with a discrimination allegation, properly filed with an appropriate state or federal authority, the Board shall be advised of such charge at the first regularly scheduled meeting thereafter.

The Board authorizes the Superintendent to pursue, with the field representative of all appropriate state and federal agencies, discussions concerning possible pre-investigatory resolutions with individuals alleging discrimination against MESD.

The Board shall be informed of the alternative courses of action which could lead to possible resolution of any discrimination allegation and shall decide upon which course to follow.

END OF POLICY

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### Legal Reference(s):

[ORS 243.672](#)  
[ORS 326.051](#)  
[ORS 332.505](#)  
[ORS 342.934](#)  
[ORS 659.850](#)

[ORS 659.870](#)  
[ORS 659A.009](#)  
[ORS 659A.029](#)

[ORS 659A.030](#)  
[ORS 659A.109](#)  
[ORS 659A.142](#)  
[ORS 659A.145](#)  
[ORS 659A.233](#)

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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 behavior differs from that traditionally associated with the individual's sex at birth.

[ORS 659A.236](#)  
[ORS 659A.309](#)  
[ORS 659A.321](#)

[ORS 659A.409](#)  
[ORS 659A.805](#)

[OAR 581-021-0045](#)  
[OAR 581-022-1720](#)

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. §§ 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).

**Cross Reference(s):**

Policy AC – Non-discrimination  
Policy ACA – Americans with Disabilities Act