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## **EQUAL EDUCATIONAL OPPORTUNITY**

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

Further, no student will be excluded from participating in, denied the benefits of, or subjected to discrimination under any educational program or activity conducted by the district. The district will treat its students without discrimination on the basis of sex as this pertains to course offerings, athletics, counseling, employment assistance and extracurricular activities.

The superintendent has designated the Human Resource Director to coordinate the District's efforts to comply with and carry out its responsibilities under Title IX. 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 provided to all students and employees.

The following procedures are available for parents and students to resolve possible Title IX concerns:

Step 1: Parent and/or student to discuss the concern with the principal. Such meeting may be informal in nature but a written notation of the date, participants and points discussed may be kept by the principal, in which event the parent and/or student will be furnished with a copy.

Step 2: If satisfaction is not received, the parent and/or student may ask for a conference with the Title IX Coordinator. The principal may be asked to attend, at the discretion of the Title IX Coordinator. A written notation of this meeting will be kept by the Title IX Coordinator and a copy will be provided to the parent and/or student.

Step 3: If the parent and/or student is still not satisfied, he/she may request consideration of the matter by the superintendent. The Title IX Coordinator may be asked to attend, at the discretion of the superintendent. A written notation of this meeting will be kept by the superintendent and a copy will be provided to the parent and/or student.

Step 4: If the parent and/or student is still not satisfied, he/she may request consideration of the matter by the Board at an executive meeting of the Board.

<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.

**END OF POLICY**

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**Legal References:**

ORS Chapter 659

ORS 174.100

ORS 192.630

ORS 326.051

ORS 329.025

ORS 329.035

ORS 336.067

ORS 336.082

ORS 336.086

ORS 342.123

ORS 659.850

ORS Chapter 659A

ORS 659A.003

ORS 659A.006

ORS 659A.030

OAR 581-021-0045

OAR 581-021-0046

OAR 581-022-1140

OAR 839-003-0000

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).

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).

Americans with Disabilities Act Amendments Act of 2008.