

**Southwestern Oregon Community College**

**BP: 1025**

**EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION**

The Board of Education shall provide equal employment opportunities to all qualified persons without regard to race, color, gender, sexual orientation, marital status, religion, national origin, age, disability status, gender identity, or protected veterans status in accordance with applicable state and federal laws and regulations. The College will comply with all laws related to affirmative action and its employment practices. Employment decisions are based on the evaluation of an individual’s qualifications, ability, and contribution to the success of the College.

The President 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 President 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 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.

Any person having inquiries concerning Southwestern’s compliance with Titles II and IV of the Americans with Disabilities Act of 1990, Titles VI and VII of the Civil Rights Act of 1964, Title IX of the US Education Amendments of 1972 - Public Law 92-318, or Section 504 of the Rehabilitation Act of 1973 may contact the Vice President of Administrative Services/AAO/EEO in Tioga Hall 511 or (541) 888-7402.

END OF POLICY

**Legal Reference(s):**

ORS 174.100	ORS 659A.029	ORS 659A.409
ORS 192.630	ORS 659A.030	ORS 659A.805
ORS 243.672	ORS 659A.109	OAR 589-008-0010
ORS 341.541	ORS 659A.142	OAR 839-003-0000
ORS 659.850	ORS 659A.145	
ORS 659.870	ORS 659A.233	Executive Order 11256
ORS 659A.003	ORS 659A.236	41 CFR 60-2
ORS 659A.006	ORS 659A.309	
ORS 659A.009	ORS 659A.321	

**Administrative Policies and Procedures:**

1.006 and 1.006A-E (*retired 01/09/13*)  
7160  
9070

**Board Policies:**

1020