

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 192.630](#)[ORS 243.672](#)

ORS 341.541

[ORS 659.850](#)[ORS 659.870](#)[ORS 659A.003](#)[ORS 659A.006](#)[ORS 659A.009](#)[ORS 659A.029](#)[ORS 659A.030](#)[ORS 659A.109](#)[ORS 659A.142](#)[ORS 659A.145](#)[ORS 659A.233](#)[ORS 659A.236](#)[ORS 659A.309](#)[ORS 659A.321](#)[ORS 659A.409](#)[ORS 659A.805](#)

OAR 589-008-0010

[OAR 839-003-0000](#)

Executive Order 11256

41 CFR 60-2

Administrative Policies and Procedures:1.006 and 1.006A-E (*retired 01/09/13*)

7160

9070

Board Policies:

1020

DATE OF ADOPTION: 02/28/11

DATE(S) OF REVISION(S): 07/23/12, 10/27/14, 12/10/18

DATE OF LAST REVIEW:

Southwestern is an equal opportunity employer and educator.