

**Southwestern Oregon Community College**

**BP: 7165**

**NONDISCRIMINATION AND NONHARASSMENT**

The Board prohibits unlawful discrimination and harassment based on race, color, religion, and ethnicity, use of native language, national origin, sex, sexual orientation, marital status, disability, veteran status, or age in any area, activity or operation of the College. In addition, the Board directs Administration to ensure the College complies with the Civil Rights Act of 1964 (as amended), related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 (as amended), USERRA – Uniformed Services Employment and Reemployment Rights Act, and all local, state and federal civil rights laws.

All complaints about behavior that may violate this policy shall be promptly investigated. Any student or employee who has knowledge of conduct in violation of this policy or feels he or she is a victim of harassment or discrimination must immediately report his or her concerns to the appropriate management authority. It is the intent of the Board that appropriate corrective action will be taken by the College to stop any form of discrimination or harassment that may occur, prevent its recurrence and address negative consequences. Appropriate disciplinary measures for all substantiated incidents of discrimination or harassment will be taken, up to and including termination for employees or suspension for students.

**END OF POLICY**

**Legal Reference(s):**

ORS 659.850

ORS 659A.006

ORS 659A.029

ORS 659A.030

OAR 589-010-0100

OAR 589-008-010

**Administrative Policies and Procedures:**

7165