

Southwestern Oregon Community College

BP3410 Nondiscrimination

Purpose:

To establish Southwestern Oregon Community College as a nondiscrimination institution that will meet all federal and state laws.

Statement:

Southwestern Oregon Community College is committed to equal opportunity in educational programs, employment, and all access to institutional programs and activities.

Southwestern Oregon Community College, and each individual who represents Southwestern, shall provide access to its services, classes, and programs without regard to the individual's legally protected status.

Legally protected status is defined as pertaining to: race, color, religion, ethnicity, use of native language, national origin, sex, sexual orientation, gender identity or expression, marital status, military and veteran status, disability, age, pregnancy, or any other status protected under applicable federal, state, or local laws. The College President shall establish administrative procedures that ensure all members of the college community can present complaints regarding alleged violations of this policy and have their complaints heard in accordance with state and federal laws regarding nondiscrimination.

No District funds shall ever be used for membership, or for any participation involving financial payment or contribution on behalf of the District or any individual employed by or associated with it, to any private organization whose membership practices are discriminatory on the basis of race, color, religion, ethnicity, use of native language, national origin, sex, sexual orientation, gender identity, marital status, veteran status, disability, age, pregnancy, or any other status protected under applicable federal, state, or local laws.

References:

Title VI of the Civil Rights Act of 1964 (Title VI) and 42 U.S. Code Section 2000d;

Title VII of the Civil Rights Act of 1964 (Title VII) and 42 U.S. Code Section 2000e

Title IX of the Education Amendments Act of 1972; 20 U.S. Code Sections 1681 et seq.;

The Age Discrimination in Employment Act of 1967(ADEA) and 29 Code of Federal Regulations Sections 1625 et seq.;

Age Discrimination Act of 1975; 42 U.S. Code Sections 6101-6107, 34 Code of Federal Regulations Sections 110 et seq. and 45 Code of Federal Regulations Section 90 et seq.;

Americans with Disabilities Act of 1990 (ADA) and 29 Code of Federal Regulations Sections 1630 et seq.;

ADA Amendments Act of 2008 (ADAAA);

Section 504 of the Rehabilitation Act of 1975, 34 Code of Federal Regulations Sections 104 et seq. and 45 Code of Federal Regulations Sections 84 et seq.;

Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) and 29 Code of Federal Regulations Sections 1635.1 et seq.;

29 Code of Federal Regulations Sections 1601.1 et seq. – Discrimination based on National Origin;

29 Code of Federal Regulations Parts 1606 et seq. – Religious Discrimination;

Southwestern is an equal opportunity educator and employer.

Pregnancy Discrimination Act of 1978 (PDA) and 29 Code of Federal Regulations Section 1604.1034
Code of Federal Regulations Part 106
ORS 659A
ORS 659.850 to 659.860

Administrative Policies and Procedures:

BP3420
BP3430
BP3433
AP3435
AP3410
AP3420
AP3430
AP3432
AP3433
AP3434

Adopted: 04/29/2026