

# **Southwestern Oregon Community College**

## **BP3420 Equal Employment Opportunity**

### **Purpose:**

To define and establish equal employment opportunities that meet all required federal, state, or local laws.

### **Statement:**

Southwestern Oregon Community College shall provide equal employment opportunities to all applicants and employees regardless 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 VII of the Civil Rights Act of 1964 (Title VII) and 42 U.S. Code Section 2000eThe Age Discrimination in Employment Act of 1967(ADEA) and 29 Code of Federal Regulations Parts 1625 et seq.;

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

ADA Amendments Act of 2008 (ADAAA);

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

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

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

Pregnancy Discrimination Act of 1978 (PDA) and 29 Code of Federal Regulations Part 1604.10; ORS 659A

**Approved:** 04/29/2026