

**Procedure Title:** Equal Educational Opportunity  
**Procedure Number:** 07-2006-0010  
**Board Policy Reference:** I.B. Educational Opportunities

**Accountable Administrator:** Chief Operating Officer  
**Position responsible for updating:** Chief Human Resources Officer  
**Original Date:** March 3, 2006  
**Date Approved by College Planning Council:** 10-27-21  
**Authorizing Signature:** *Signed original on file*  
**Date Posted on Web:** 10-29-21  
**Revised:** 10-21 **Reviewed:** 10-21

**Purpose/Principle/Definitions:**

Every student will be given equal educational opportunities regardless of age, race<sup>1</sup>, color, national origin, religion, disability, veterans' status, sex, sexual orientation, gender identity, marital status, parental status, familial status, socioeconomic status, or capability.

No student shall be excluded from participating in, denied the benefits of, or subjected to discrimination under any educational program or activity conducted by the College, or denied access to facilities in the community college district. The College will treat its students without discrimination on the basis of sex as this pertains to admissions, course offerings, counseling, employment assistance, financial assistance, housing, curricular materials, and co-curricular activities.

A student may also access and use the College complaint procedure 07-2014-0001.

All reports, complaints, or information will be investigated.

A student of the College may not be subjected to retaliation by the College for the reason that the student has in good faith reported information that the student believes is evidence of a violation of a state or federal law, rule, or regulation.

<sup>1</sup> Race also includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined by ORS 659A.001 (as amended by House Bill 2935 (2021)).

**Legal References:**

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|--------------------------------|------------------------------|---|
| <a href="#">ORS 174.100(7)</a> | <a href="#">ORS 341.518</a>  | <a href="#">ORS 659A.033</a>                |
| <a href="#">ORS 341.009(6)</a> | <a href="#">ORS 659.850</a>  | <a href="#">ORS 659A.103 - 659A.143</a>     |
| <a href="#">ORS 341.290(7)</a> | <a href="#">ORS 659.852</a>  |   |
| <a href="#">ORS 341.450</a>    | <a href="#">ORS 659.870</a>  | <a href="#">OAR 589-006-0050</a>            |
| <a href="#">ORS 341.481</a>    | <a href="#">ORS 659A.006</a> | <a href="#">OAR 589-008-0100</a>            |
| <a href="#">ORS 341.487</a>    | <a href="#">ORS 659A.029</a> | <a href="#">OAR 715-011-0005 - 011-0065</a> |
| <a href="#">ORS 341.496</a>    | <a href="#">ORS 659A.030</a> | <a href="#">OAR 839-003-0000</a>            |

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2018).

Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-633 (2018); 29 C.F.R. Part 1626 (2019).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12212 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018).

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018).

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018).

Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 794 (2018).

Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (2018).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (2018). Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).

House Bill 2935 (2021).

House Bill 3041 (2021).