

Treasure Valley Community College

Code: JB
Adopted: 10/14/09
Revised/Readopted: 3/15/11; 7/18/17; 9/15/20

Equal Educational Opportunity

Every student will be given equal educational opportunities regardless of age, race, gender, color, national origin, religion, disability, veteran status, sexual orientation¹ or marital status.

It is against the college's policy for any manager, supervisor, faculty member, staff member, or student to engage in prohibited harassment or discrimination of any member of the college community. TVCC adheres to all federal and state civil rights laws and regulations prohibiting discrimination in public institutions of higher education, including applicable provisions of the Civil Rights Act of 1964 (as amended); related Executive Orders 11246 and 11375; Title IX of the Education Amendments Act of 1972; Section 504 of the Rehabilitation Act of 1973; Titles I and II of the Americans with Disabilities Act of 1990 (as amended); the Age Discrimination in Employment Act, the Uniformed Service Employment and Reemployment Rights Act, and all applicable federal, state, and local civil rights laws. TVCC does not discriminate against any employee, applicant for employment, student, or applicant for admission on the basis of race, religion, hearing status, color, sex, pregnancy, political affiliation, source of income, place of business, residence, religion, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability (including perceived disability), age, marital status, family responsibilities, sexual orientation¹, gender identity, gender expression, veteran or military status (including disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, and Armed Forces Service Medal veteran), predisposing genetic characteristics, domestic violence victim status or any other protected category under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any resolution process on campus, with the Equal Employment Opportunity Commission or other human rights agencies.

Further, no student will be excluded from participating in, denied the benefits of, or subjected to discrimination under any educational program or activity conducted by the college. The college will treat its students without discrimination as this pertains to course offerings, counseling, employment assistance, curricular and co-curricular activities.

The president will designate at least one employee to comply with and carry out the college's responsibilities under Title IX. This person will assess and facilitate complaints communicated to the college alleging noncompliance with Title IX. The name, address and telephone number will be provided to all students and employees.

Any person who believes they have been discriminated against, harassed, or retaliated against by a college employee, representative, student, or community member is encouraged to address those concerns with the Title IX Coordinator or human resources, which offers procedures to resolve complaints of discrimination, harassment, and retaliation in a prompt and equitable manner.

END OF POLICY

¹

Legal Reference(s):

[ORS 174.100\(7\)](#)
[ORS 341.009\(6\)](#)
[ORS 341.290\(7\)](#)
[ORS 341.450](#)
[ORS 341.481](#)
[ORS 341.487](#)
[ORS 341.496](#)

[ORS 341.518](#)
[ORS 659.850](#)
[ORS 659.852](#)
[ORS 659.870](#)
[ORS 659A.006](#)
[ORS 659A.029](#)
[ORS 659A.030](#)

[ORS 659A.033](#)
[ORS 659A.103 - 659A.143](#)
[OAR 589-006-0050](#)
[OAR 589-008-0100](#)
[OAR 715-011-0005 - 011-0065](#)
[OAR 839-003-0000](#)

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2012).

Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-633 (2012); 29 C.F.R. Part 1626 (2017).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12212 (2012); 29 C.F.R. Part 1630 (2017); 28 C.F.R. Part 35 (2017).

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2012).

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2012).

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2012).

Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 794 (2012).

Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (2012).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (2012). Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2017).

Cross Reference(s):

AC - Equal Opportunity