

Attachment B

Nondiscrimination and Non-harassment - B 206

Portland Community College's goal is to provide an atmosphere that encourages individuals to realize their potential. Therefore, it is against the College's policy for any manager, supervisor, faculty, staff, or student to engage in ~~illegal prohibited~~ harassment or discrimination of any member of the College community

The College prohibits unlawful discrimination based on race, color, religion, national origin, sex, marital status, disability, veteran status, age, or sexual orientation or any status protected by federal, state, or local law in any area, activity or operation of the College. The College also prohibits retaliation against an individual for engaging in activity protected under this policy, and interfering with rights or privileges granted under anti-discrimination laws. In addition, the College complies with the 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, Americans with Disabilities Act of 1990 (as amended), Uniformed Services Employment and Reemployment Rights Act ("USERRA"), and all local and state civil rights laws.

Formatted: Font color: Red

Under this policy, equal opportunity for employment, admission, and participation in the College's ~~benefit and programs~~, services, ~~and activities~~ will be extended to all persons, and the College will promote equal opportunity and treatment through application of this policy and other College efforts designed for that purpose.

Under the College's policy harassing, ~~or~~ discriminatory, ~~or retaliatory~~ behaviors, ~~and retaliation~~, will not be tolerated. Therefore, it is the responsibility of every member of the College community to strictly comply with the policy and procedures directed by the College President to implement the policy. This includes notifying each employee/student of his or her rights and responsibilities under the College's Nondiscrimination and Non-harassment Policy. Management staff will be held accountable for taking reasonable action to maintain work sections and educational environments free of conduct that causes, or reasonably could be considered to cause, ~~intimidation, hostility, or~~ discrimination, ~~or retaliation~~.

Formatted: Font color: Red, Strikethrough

Formatted: Strikethrough

Formatted: Font color: Red, Strikethrough

Formatted: Font color: Red, Strikethrough

Any person who believes he or she has been discriminated against or harassed by a College employee, representative, or student is encouraged to address those concerns with the Office of Equity & Inclusion, which offers a grievance procedure to resolve complaints of discrimination in a prompt and equitable manner. Complaints about issues other than alleged discrimination or harassment may be submitted in accordance with any applicable appropriate collective bargaining agreement procedure or the procedure in the Management/Confidential Handbook, or, for students, through the student grievance procedure

At any point in the procedure, an individual with concerns about discrimination and/or harassment may file a complaint with (1) the Office for Civil Rights of the United States Department of Education; (2) the Equal Employment Opportunity Commission ("EEOC"); (3) the Oregon Bureau of Labor and

14-090

Industries ("BOLI") Civil Rights Division; or (4) the Department of Community Colleges and Workforce Development

The College President will establish ~~operating policies and~~ procedures that implement this policy consistently across the College District.

(October, 2013)

Formatted: Font color: Red, Strikethrough