BP 3420 -- Equal Employment Opportunity

Chemeketa Community College is committed to maintaining an educational and workplace environment where everyone can achieve their full potential without being impeded by unlawful discrimination.

Discrimination in both employment and academic context is prohibited when based on any of the following protected classes:

- Race[1]
- Color[1]
- Religion[1]
- Sex[1 and 2]
- Disability[3]
- Age[4]
- Ethnic origin[5]
- National origin[1]
- Sexual orientation[6]
- Gender identity[6]
- Family relationship[7]
- Marital status[6]
- Pregnancy and related conditions[8]
- Citizenship status[9]
- Protected veterans status[10]
- Tobacco usage during non-working hours[11]
- Whistle blowing[12]
- Victim of domestic violence[13]
- Genetic information[14]

The college shall establish an annual goal for employment of protected veterans based on our district's population of protected veterans. Outreach and recruitment efforts shall be established to reach this goal.[15]

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[1] The Civil Rights Act of 1964—title VII and ORS 659A.006; Title IX and Sexual Harassment, Discrimination and Misconduct Policy #1751
[2] Equal Pay Act of 1963 and ORS 659A.029 and Sexual Harassment, Discrimination and Misconduct Policy #1751
[3] The Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, Americans with Disabilities Act Amendment of 2008 and ORS 659A.112
[4] Age Discrimination in Employment Act of 1967, Older Workers Benefit Act of 1990 and ORS 659A.030
[5] The Civil Rights Act of 1964 §1981, 1983
[6] ORS 659A.006 and Sexual Harassment, Discrimination and Misconduct Policy #1751
[7] The Civil Rights Act of 1964 §1981, 1983 and ORS 659A.309
[8] Pregnancy Discrimination Act of 1978 and ORS 659A.029
[9] Immigration Reform and Control Act of 1986
[10] The Veterans Reemployment Act of 1974, the Uniform service Employment and Reemployment Rights Act of 1994
[11] ORS 659A.315
[12] ORS 659A.199
[13] ORS 659A.270 et al. and Sexual Harassment, Discrimination and Misconduct Policy #1751
[14] ORS 659A.300/Genetic Information Non Discrimination Act of 2008 (GINA) (Sec. 202)
[15] 41 CFR 60–300 et al. and Chemeketa Equal Opportunity/Affirmative Action Plan 2015, pg. 17–19

The college shall designate at least one Section 504 coordinator[3] in Human Resources and establish an annual 7% (statutory every 5 years) goal for employment of disabled individuals. If the college does not reach this goal, it must identify problem areas and develop action-oriented programs to address the under representation of disabled individuals. For individuals who self-disclose disabilities, the college shall enter into an interactive process to determine what, if any, accommodations are necessary.[76]

The college shall develop, implement, and promote to both students and employees a complaint procedure for individuals who believe they have been discriminated against.

The college shall maintain a Chemeketa Community College Board of Education approved Equal Opportunity/Affirmative Action Plan and the Section 504 coordinator(s)[3] shall report annually to the College Board of Education on the progress of the plan at reaching its goals.

Sanctions
Any employee engaging in behavior prohibited by this policy is subject to discipline, up to and including~~,~~ termination, subject to any association contract, state law, or federal law.

Any student engaging in behavior prohibited by this policy is subject to the disciplinary processes as set forth in Chemeketa's Students' Rights and Responsibilities handbook.

Any vendor engaging in behavior prohibited by this policy may have their contract cancelled, within the terms and conditions of their contract.

Any member of the general public engaging in behavior prohibited by this policy may be trespassed from campus.

Retaliation
Chemeketa prohibits retaliation against an individual or group of individuals involved in

- Filing a complaint or report under this policy
- Filing an external complaint
- Participating in a disciplinary process
- Opposing in a reasonable manner an action believed to constitute a violation of this policy

[76] 41 CFR 60–741 and Chemeketa Equal Opportunity/Affirmative Action Plan ~~2014~~2015, pg 15

Retaliation can take many forms, including, but not limited to, verbal or physical abuse, threats of violence, and/or intimidation. Actions are considered retaliatory when they have a materially adverse effect on the working, academic, or college-controlled living environment of an individual, or that hinder the individual from effectively carrying out their college responsibilities. Individuals engaging in retaliatory acts are subject to discipline as described in this policy.

June 26, 1991
Adopted Board of Education
March 16, 1994; September 16, 2015;
September 19, 2018
Revised College Board of Education

References:
Former Policy Number: 1720