



AP 3410 Nondiscrimination

Nondiscrimination References for Education Programs:

Title VI of the Civil Rights Act of 1964; 42 U.S. Code Sections 2000d et seq.;
Title IX of the Education Amendments of 1972; 20 U.S. Code Sections 1681 et seq.;
Section 504 of the Rehabilitation Act of 1973; 29 U.S. Code Section 794;
Age Discrimination Act of 1975; 42 U.S. Code Sections 6101-6107;
Title II of the Americans with Disabilities Act, 28 Code of Federal Regulations Part 35;
34 Code of Federal Regulations Section 100.6 subd. (d), 106.9, 104.8, and 110.25
ORS 659.850 to 659.860
OAR Chapter 715, Division 11

Education Programs

Rogue Community College shall provide access to its services, classes and programs without regard to any of the following legally protected statuses: 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.

All courses, including noncredit classes, shall be conducted without regard to any enrolled student's association with a protected status.

Rogue Community College shall not prohibit any student from enrolling in any class or course on the basis of a protected status.

Academic staff, including but not limited to counselors, instructors and administrators shall not offer program guidance to students which differs on the basis of a protected status.

Insofar as practicable, Rogue Community College shall offer opportunities for participation in athletics equally to male and female students.

Nondiscrimination References for Employment:

Title VII of the Civil Rights Act of 1964 (Title VII) and 42 U.S. Code Section 2000e;
Title VI: 34 CFR 100.3(b)
Title IX: 34 CFR 106.38
The 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);
Section 504: 34 CFR 104.46(b)



The Equal Pay Act of 1963 and Fair Pay Act of 2009
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 and 654
AP 3420 – Equal Employment Opportunity

Employment

Rogue Community College shall not discriminate in any employment practices on the basis 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.

Nondiscrimination Statement for Publication

The nondiscrimination statement is posted conspicuously and continuously on the website and should be included in all annual publications. In addition, either the full nondiscrimination statement, or reference to the posted statement of nondiscrimination on the website, should be included when publishing informational notices, publishing in local newspapers, publishing in newspapers and magazines operated by the College or its students, publishing in alumni newspapers or magazines, or when distributing memoranda or other written communications to students and employees. A reference to the posted statement of nondiscrimination on the website should be included in any limited space publications, such as bulletins, announcements, publications, catalogs, application forms, or other recruitment materials that are made available to participants, students, applicants, or employees.

The following statement is approved for use in all publications:

Rogue Community College does not discriminate in any programs, activities, or employment practices on the basis 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.

The following person has been designated to handle inquiries regarding the nondiscrimination policies and serves as the ADA/504 Compliance Officer:

Vice President of People, Culture, & Safety/CHRO: Jamee Harrington, 541-956-7017, jharrington@rogucecc.edu, Redwood Campus, Josephine Building.



For further policy information and for a full list of regulatory specific contact persons visit the following webpage: www.roguecc.edu/nondiscrimination.

Rescinds Procedure Number: AP-100

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