

September 25, 2008

09-024

ADOPT REVISION TO BOARD POLICY B206 (NON-DISCRIMINATION) (FIRST READING)

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APPROVED BY: Dr. Preston Pulliams, District President

REPORT: The Oregon Office of Educational Improvement and Innovation conducted a comprehensive on-site review of PCC's compliance with applicable Civil Rights and Americans with Disabilities Act (ADA) rules and regulations in May 2008.

During this study it was determined that over the years, PCC's Non-discrimination statement has undergone a number of minor and well-intended modifications. The corrective action required is that "the College and its Board will select one comprehensive statement of non-discrimination that lists all of the federal and state protected classes; along with any PCC Protected classes."

RECOMMENDATION: That the Board of Directors adopt on first reading the attached revised Board Policy B206 (Non-Discrimination).

Nondiscrimination – B 206

The college shall promote non-discrimination and an environment free of harassment based on an individual's race, color, ethnicity, religion, sex, national origin, disability, parental or marital status, sexual orientation or age and shall comply with all requirements of state and federal law in all areas, activities and operations of the college.

(December 2003)

Non-discrimination – B 206

Portland Community College does not tolerate unlawful discrimination based on race, color, religion, ethnicity, use of native language, national origin, sex, marital status, height/weight ratio, disability, veteran status, age, or sexual orientation in any area, activity or operation of the District. In addition, the college complies with the Civil Rights Act of 1964 (as amended), related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, USERRA – Uniformed Services Employment and Reemployment Rights Act, and all civil rights laws of the City of Portland and the State of Oregon. Accordingly, equal opportunity for employment, admission, and participation in the college's benefit and services shall be extended to all persons, and the college shall promote equal opportunity and treatment through a positive and continuing affirmative action plan.

(October 16, 2008)