

	<p>BOARD POLICY</p> <p><b>Non-Discrimination/ Anti-Harassment Policy</b></p>	<p><b>1.80.020-P</b></p>
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Portland Public Schools recognizes the diversity and worth of all individuals and groups and their roles in society.

The District prohibits discrimination and harassment on any basis protected by law, including but not limited to, an individual's perceived or actual race, color, religion, sex, sexual orientation, gender expression or identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, veteran's status, or because of the perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status of any other persons with whom the individual associates.

The District prohibits discrimination and harassment in all of its programs and operations, including but not limited to, employment, assignment, and promotion of personnel; educational opportunities and services offered students; student assignment to schools and classes; student discipline; location and use of facilities; educational offerings and materials; and in accommodating the public at public meetings.

Complaints regarding discrimination and harassment may be filed with any District administrator or manager, including Human Resources (complaint line: 503-916-2990 or [hrlegal11@pps.net](mailto:hrlegal11@pps.net)), PPS's Title IX Office ([Titleix@pps.net](mailto:Titleix@pps.net)), and ~~the Office of the Superintendent, at any time~~. In addition, complaints regarding discrimination may be filed with the United States or Oregon Departments of Education Office for Civil Rights at any time. All complaints regarding sexual harassment and sexual violence shall go also be forwarded to the Title IX Coordinator Office. Complaints may be made anonymously.

Retaliation against any person who in good faith reports, is thought to have reported, ~~files a complaint,~~ or otherwise participates in an investigation of discrimination or harassment is

strictly prohibited, regardless. ~~This prohibition is independent of~~ whether a complaint is substantiated. False reports shall be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions. The good-faith initiation of any complaint of discrimination or harassment by an employee shall not adversely affect any terms or conditions of employment or work environment of the ~~staff~~ complainant. The good-faith initiation of any complaint of discrimination or harassment by a student will not adversely affect a student's school placement or educational learning environment.

The ~~D~~istrict shall investigate all complaints of discrimination, harassment, and retaliation.

~~District notices regarding non-discrimination and harassment will have contact information for the District's Title IX Coordinator, who shall track all district-related complaints regarding discrimination based on sex, sexual orientation, and gender expression or identity, including reports of sexual harassment and sexual violence. The~~

~~District's Title IX Office may be contacted at [titleIX@pps.net](mailto:titleIX@pps.net).~~

~~The Superintendent will promulgate administrative directives outlining the complaint procedures providing for the prompt and equitable resolution of complaints from and against students, employees, vendors, and the public. These administrative directives will be available on the District's website.~~

Legal References: ORS 192.630; ORS 326.051; ORS 339.356; ORS 342.700; ORS 342.704; ORS 342.865; ORS 659.850; ORS 659A.006; ORS 659A.029; ORS 659A.030; ORS 659A.133; ORS 659A.270-.290; Title VII of the Civil Rights Act of 1964, as amended, Americans with Disabilities Act, Family Medical Leave Act, Age Discrimination in Employment Act

OSBA: AC

History: Adpt 2/13/97; Amd 9/9/02; Amd 6/17/13; Amd 4/10/18; [Amd 5 /21](#)