

## **BP 3420 Equal Employment Opportunity**

Klamath Community College shall provide equal employment opportunities to all applicants and employees regardless of race, color, national origin, religion, disability, sex (includes pregnancy), sexual orientation, gender identity, age, veteran status, genetic information, and marital status or any other status protected under applicable federal, state, or local laws.

### Statement on Publications

All appropriate publications will contain the following statement: Equal Opportunity Employer. However, in publications where feasible (in terms of time, space, and cost), the entire policy "Equal Opportunity" will be included to provide maximum distribution of the policy to interested persons.

*Replaces former KCC Policies 505.0100 and 505.0300*

Adopted: 4/24/2001

Revised: 01/27/2004, 11/25/2003, 11/23/2005; 11/28/2006, 05/26/2009, 12/9/2009,  
Under Review 06/28/2011, 3/12/2012, 06/26/2012, 09/23/2014, 06/23/2015,  
04/26/2016, 04/24/2018, 02/22/22, 06/28/22, 06/27/2023

### References:

Title VII of the Civil Rights Act of 1964 (Title VII) and 42 U.S. Code Section 2000e;  
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);  
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



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