

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON

In the Matter of Reviewing and Updating
Columbia County Nondiscrimination Policies
on a Triennial Basis

ORDER NO. 9-2019

WHEREAS, in accordance with state and federal law, Columbia County has adopted policies to prohibit discrimination; and

WHEREAS, by Order No. 44- 2008, the Board of County Commissioners (“Board”) adopted a Title VI Program in 2008, establishing policies and procedures to comply with Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color or national origin; and

WHEREAS, the County has since updated the Title VI Program by Order No. 43-2012, Order No. 44-2014, and Order No. 12-2017; and

WHEREAS, the Board also adopted by Order No. 44-2008, policies and procedures to comply with Title II of the Americans with Disabilities Act (“ADA”), which prohibits discrimination on the basis of disability by public entities; and

WHEREAS, the County has since updated its ADA Policy by Board Order No. 86-2011, Order No. 15-2013, Order No. 45-2016, Order No. 11-2017, and Order No. 51-2018; and

WHEREAS, by Order No. 59-2017, the Board adopted a Language Access Plan in accordance Title VI requirements to define how the County will accommodate individuals with Limited English Proficiency; and

WHEREAS, the County has also adopted Personnel Rules, by Ordinance No. 95-5, as amended, which prohibits County employees from discriminating on the basis of race, sex, color, religion, national origin, age sexual orientation, political affiliation, marital status, military reservist status, ancestry, disability, or veteran status (except where there are bona fide occupational qualifications); and

WHEREAS, as part of a triennial review of the County’s Public Health Program, the Oregon Health Authority (“OHA”) identified a need for the County to establish a policy to regularly review its nondiscrimination policies for compliance with current laws and regulations and to cooperate with OHA to ensure that discrimination complaints are promptly addressed; and

WHEREAS, the Board finds that reviewing the County's nondiscrimination policies and procedures on a regular basis and promptly addressing discrimination complaints is consistent with the County's core values of Respect, Equity and Community;

NOW, THEREFORE, THE BOARD OF COUNTY COMMISSIONERS hereby orders, as follows:

1. The County's Title VI Program, Language Access Plan and ADA Policy shall be reviewed and updated as necessary by County staff administering the policies at least every three years, or more often, if needed.
2. The County will cooperate with OHA to ensure that discrimination complaints are promptly addressed.

DATED this 20th day of March, 2019.

BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON

By: 

Henry Heimuller, Chair

By: 

Margaret Magruder, Commissioner

By: 

Alex Tardif, Commissioner

Approved as to form

By: 
Office of County Counsel