

2
3 **PERSONNEL**

4
5 Equal Employment Opportunity and Non-Discrimination

6
7 The District will provide equal employment opportunities to all persons, regardless of their race,
8 color, religion, creed, national origin, sex, age, ancestry, marital status, military status,
9 citizenship status, use of lawful products while not at work physical or mental disability, if
10 otherwise able to perform essential functions of a other legally protected categories.

11
12 The District will make reasonable accommodation for an individual with a disability known to
13 the District, if the individual is otherwise qualified for the position, unless the accommodation
14 would impose undue hardship on the District.

15
16 A person with an inquiry regarding discrimination should direct their questions to the Title IX
17 Coordinator. A person with a specific written complaint should follow the Uniform Complaint
18 Procedure.

19
20 Retaliation against an employee who has filed a discrimination complaint, testified, or
21 participated in any manner in a discrimination investigation or proceeding is prohibited.

22
23
24 Cross Reference: 1700 Uniform Complaint Procedure

25
26 Legal Reference: Age Discrimination in Employment Act, 29 U.S.C. §§ 621, *et seq.*
27 Americans with Disabilities Act, Title I, 42 U.S.C. §§ 12111, *et seq.*
28 Equal Pay Act, 29 U.S.C. § 206(d)
29 Immigration Reform and Control Act, 8 U.S.C. §§ 1324(a), *et seq.*
30 Rehabilitation Act of 1973, 29 U.S.C. §§ 791, *et seq.*
31 Title VII of the Civil Rights Act, 42 U.S.C. §§ 2000(e), *et seq.*; 29 C.F.R.,
32 Part 1601
33 Title IX of the Education Amendments, 20 U.S.C. §§ 1681, *et seq.*; 34
34 C.F.R., Part 106
35 Montana Constitution, Art. X, § 1 - Educational goals and duties
36 § 49-2-101, *et seq*, MCA Human Rights Act
37 § 49-3-102, MCA What local governmental units affected
38

39 Policy History:

40 Adopted on: March 10, 2014

41 Reviewed on: March 10, 2014

42 Revised on: March 10, 2014