

1 **5010 PERSONNEL**

2 Equal Employment Opportunity and Non-Discrimination

3 The District shall provide equal employment opportunities to all persons, regardless of their race, color,
4 religion, creed, national origin, sex, age, ancestry, marital status, military status, citizenship status, use of
5 lawful products while not at work, physical or mental handicap or disability, if otherwise able to perform
6 the essential functions of the job with reasonable accommodations, and other legally protected
7 categories.

8 The District will make reasonable accommodation for an individual with a disability known to the District,
9 if the individual is otherwise qualified for the position, unless the accommodation would impose an undue
10 hardship upon the District.

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

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

15 Cross Reference:

16 1770 Uniform Complaint Procedure

17 3215 Uniform Complaint Procedure

18 5215 Uniform Complaint Procedure

19 Legal Reference:

20 Age Discrimination in Employment Act, 29 U.S.C. §§ 621, et seq.

21 Americans with Disabilities Act, Title I, 42 U.S.C. §§ 12111, et seq.

22 Equal Pay Act, 29 U.S.C. § 206(d) Montana Constitution, Art. X, § 1

23 Immigration Reform and Control Act, 8 U.S.C. §§ 1324(a), et seq.

24 Rehabilitation Act of 1973, 29 U.S.C. §§ 791, et seq.

25 Title VII of Civil Rights Act, 42 U.S.C. §§ 2000(e), et seq., 29 C.F.R., Part 1601

26 Title IX of the Education Amendments, 20 U.S.C. §§ 1681, et seq., 34 C.F.R., Part 106

27 § 49-2-101, et. seq., MCA Human Rights Act

28 § 49-3-102, MCA Freedom from discrimination

29 Montana Constitution, Art. X, § 1-Educational goals and duties

30 § 49-2-303, MCA Discrimination in Employment

31 § 29-3-201, MCA Employment of state and local government personnel.

32 Policy History:

33 Adopted on: July 1, 2000

34 Revised on: September 9, 2002

35 Revised on: November 10, 2014

36 Revised on: December 18, 2017