

PERSONNEL

Equal Employment Opportunity

The District shall provide equal employment opportunities to all persons regardless of their race, color, creed, religion, national origin, sex, age, political ideas, marital status, use of lawful products while not at work, physical or mental disability, if otherwise able to perform the essential functions of the job with or without reasonable accommodation, sexual orientation, gender identity, and/or gender nonconformity.

The District shall not retaliate against any employee for complaining about not receiving equal employment opportunities or other unlawful discriminatory practices, participating in a proceeding regarding the denial of equal employment opportunities, or otherwise opposing discrimination.

Persons who believe they have not received equal employment opportunities or have been retaliated against should report their claims to the building administrator or the District’s Title IX, Section 504 and ADA, and/or Age Discrimination_Coordinator. Claims of sex or gender-based discrimination will be handled through the District’s Title IX Grievance Procedures, and claims of disability discrimination will be handled through the District’s Section 504 and ADA Grievance Procedures. All other claims will be handled through the Uniform Grievance Procedure.

No employee or applicant will be discriminated against because he or she initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws. Any person making a knowingly false accusation or statement, regardless of the reason, will be subject to disciplinary action up to and including discharge.

Legal References:	29 USC § 621 et seq.	Age Discrimination in Employment Act
	42 USC § 12111, et seq.	Americans with Disabilities Act
	29 USC § 206	Equal Pay Act
	29 USC § 791 et seq.	Rehabilitation Act of 1973
	42 USC § 2000(e) et seq.	Title VII of Civil Rights Act
	§ 49-2-101, et seq. MCA	Human Rights Act
	§ 49-2-301, MCA	Retaliation Prohibited
	§ 49-1-102, MCA	Freedom from discrimination
	§ 49-2-303, MCA	Discrimination in employment
	§ 49-3-201, MCA et seq	Governmental Code of Fair Practices
	28 CFR Part 35	
	34 CFR Parts 104, 106	

Cross Reference: Title IX Grievance Procedures
Section 504 and ADA Grievance Procedures
Uniform Grievance Procedure

Policy History:

First reading at PN&P Committee meeting, June 30, 2004

Approved first reading at July 13, 2004 Board meeting. Posted for public input.

Second reading at PN&P Committee meeting, September 1, 2004

Approved on: September 14, 2004

Revised at PN&P Committee meeting: March 24, 2010 and posted for public comment.

Approved on: May 11, 2010

Revised at PN&P Committee meeting: March 28, 2012 and posted for public comment.

Approved on: May 8, 2012

Revised at PN&P Committee on August 28, 2013 and posted for public comment.

Approved on: October 8, 2013

Revised at PN&P Committee on April 29, 2015 and posted for public comment.

Approved on: June 9, 2015