

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, ancestry, marital status, and physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with or without reasonable accommodation, and other legally protected categories.

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 Superintendent 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. The District reserves the right to take action against any individual who knowingly makes false accusations or knowingly provides false information.

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

Cross References: 1085 Uniform Grievance Procedure

Policy History:

Adopted on: 8.13.2013

Revised on: