

Equal Employment Opportunity and Non-Discrimination

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

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

Inquiries regarding discrimination should be directed to the Board of Trustees. Specific written complaints should be directed to the County Superintendent. There is recourse external to the organization such as the Montana Human Rights Commission or the Office of Civil Rights.

Cross Reference: 5240P Uniform Grievance Procedure

Legal Reference: Age Discrimination in Employment Act, 29 U.S.C. §§ 621 et.seq.
 Americans with Disabilities Act, Title I, 42 U.S.C. § 12111, et.seq.
 Act of Equal Pay Act, 29 U.S.C. § 206(d)
 Montana Constitution, Article X, Section 1
 Immigration Reform and Control Act, 8 U.S.C. § 1324 (a), et.seq.
 Rehabilitation Act of 1973, 29 U.S.C. §§ 791, et.seq.
 Title VII of Civil Rights Act, 42 U.S.C. §§ 2000(e), et. seq., 29 C.F.R., Part 1601
 Title IX of the Education Amendments, 20 U.S.C. §§ 1681, et.seq., 34 C.F.R., Part 106

§ 49-2-101, et. al., MCA	Human Rights Act
§ 49-3-102, MCA	Freedom from Discrimination
§ 49-3-201, MCA	Employment of State and Local Government Personnel
§ 49-3-205, MCA	Governmental Services
§ 39-3-104, MCA	Equal Pay for Women for Equivalent Service

Policy History:
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