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3 **PERSONNEL**

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5 Equal Employment Opportunity and Non-Discrimination

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7 The School District will provide equal employment opportunities to all persons regardless of  
8 race, creed, religion, color, or national origin or because of age, physical or mental disability,  
9 marital status, or sex when the reasonable demands of the position do not require an age,  
10 physical or mental disability, marital status, or sex distinction.

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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.

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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.

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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.

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24 Cross Reference: 1700 Uniform Complaint Procedure

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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 § 49-2-303, MCA Discrimination in Employment  
38 § 49-3-102, MCA What local governmental units affected  
39 §49-3-201, MCA Employment of state and local government  
40 personnel.

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42 Policy History:

43 Adopted on:

44 Reviewed on:

45 Revised on: 2/25/08, 09/12/2012, 8/9/17