

PERSONNEL

Equal Employment Opportunity

As required by federal law, including but not limited to the Civil Rights Act of 1964, Title IX, and Section 504 and the Americans with Disabilities Act and their regulations, the Cooperative shall provide equal employment opportunities to and will not discriminate in its educational programs or activities, including in the area of employment, with respect to all persons regardless of their race, color, creed, religion, national origin, sex, age, ancestry, marital 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 accommodation, and other legally protected categories. For purposes of this policy, “sex” includes sexual orientation and gender identity and expression.

The Cooperative 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 other opposing discrimination.

Persons who believe they have not received equal employment opportunities or have been retaliated against should report their claims to the Director. Inquiries regarding sex discrimination or sexual harassment may also be directed to the District’s Title IX Coordinator, the Assistant Secretary for the U.S. Department of Education, or both. Claims of sexual harassment will be handled through the Cooperative’s Title IX Grievance Procedures. Claims of disability discrimination will be handled through the Cooperative’s Section 504 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. The Cooperative 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
	20 USC 1681 et seq	Title IX
	§ 49-2-101, et seq. MCA	Human Rights Act
	§ 49-1-102, MCA	Freedom from discrimination
	§ 49-2-303, MCA	Discrimination in employment
		Nondiscrimination on the Basis of Sex in Education, 34 C.F.R. Part 106

Cross References: Policy 1030 Uniform Grievance Procedure  
Title IX Sexual Harassment Grievance Procedure  
Section 504 and ADA Grievance Procedure

Policy History:  
Adopted on:  
Revised on: