

1 **Browning Public Schools**

2  
3 **Policy #5010**

4 Policy Name: *Equal Employment and Non-Discrimination Policy*

5 Regulation: -----  
6

7 School District No. 9 will provide equal employment opportunities to all persons regardless of sex,  
8 race, color, creed, religion, national origin, age, ancestry, military status, citizenship status, use of  
9 lawful products while not at work, physical or mental handicap or disability, sexual orientation or  
10 gender identity and expression, if otherwise able to perform essential functions of a job with  
11 reasonable accommodations, marital or parental status or political belief, and other legally protected  
12 categories.

13  
14 The District will make reasonable accommodation for an individual with a disability known to the  
15 District, if the individual is otherwise qualified for the position, unless the accommodation would  
16 impose undue hardship on the District. An individual should report his/her condition immediately  
17 following diagnosis or an indication the condition may require employment accommodations.

18  
19 The District also prohibits any retaliation against any employee reporting any form of discrimination  
20 prohibited by law or other district policy, anyone assisting in reporting such a complaint or anyone  
21 cooperating in the investigation of any such complaint. Such retaliation is itself a violation of the  
22 law and may serve as the basis for a separate and independent complaint.  
23

24 A person with an inquiry regarding discrimination should direct their questions to the Title IX  
25 Coordinator or the Superintendent of Schools. A person with a specific written complaint should  
26 follow the Uniform Complaint Procedure. In addition, individuals may pursue their complaints or  
27 inquiries with the Montana Human Rights Bureau, the U.S. Equal Employment Opportunity  
28 Commission or the U.S. Department of Education’s Office for Civil Rights at the following phone  
29 number and addresses:

31 Montana Human Rights Bureau	Equal Employment Opportunity Commission
32 P.O. Box 1728 (406) 444-2884	303 East 17th Avenue, Suite 510 (303) 866-1300
33 Helena, MT 59624-1728	Denver, CO 80203
34	
35 Office of Public Instruction	Office for Civil Rights, Seattle Office
36 P. O. Box 202501 (406) 444-4402	U. S. Department of Education (206) 220-7900
37 Helena, MT 59620-2501	915 Second Avenue, Room 330
38	Seattle, WA 98174-1099
39	FAX (06 220-7887
40	

41 **Cross References:** 1700 Uniform Complaint Procedure

42  
43 **Legal References:** Age Discrimination in Employment Act, 29 U.S.C. §§ 621, et seq.  
44 Americans with Disabilities Act, Title I, 42 U.S.C. §§ 12111, et seq.  
45 Equal Pay Act, 29 U.S.C. § 206(d)\  
46 Immigration Reform and Control Act, 8 U.S.C. §§ 1324 (a), et seq.  
47 Rehabilitation Act of 1973, 29 U.S.C. §§ 791, et seq.  
48 Genetic Information Nondiscrimination Act of 2008 (GINA)  
49 Title VII of the Civil Rights Act, 42 U.S.C. §§ 2000(e), et seq., 29 C.F.R.,  
50 Part 1601

1 Title IX of the Education Amendments, 20 U.S.C. §§ 1681, et seq., 34  
2 C.F.R., Part 1061  
3 Montana Constitution, Article X, Section 1 – Educational goals and duties  
4 § 49-2-101, et. al., MCA Human Rights Act  
5 § 49-3-102, MCA, What local governmental units affected  
6

7 **Policy History:**

8 Adopted on: 2/11/97

9 Amended/Revised: 8/30/00, 10/10/00, 2/13/01, 4/25/07, 1/11/11, 8/14/18