

**BILLINGS PUBLIC SCHOOLS**  
**HUMAN RESOURCE SERVICES**

**5002**

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**Equal Employment Opportunity and Non-**  
**Discrimination**

Billings Public Schools is committed to equality of employment opportunity. The District shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion and training.

Such equal employment opportunity shall be provided without discrimination with respect to race, color, national origin, age, sex, disability, marital status, veteran status, religion or other protected class, unless based upon reasonable grounds of valid bona fide occupational qualifications (BFOQ's) as provided by law.

No qualified disabled person shall, solely by reason of a disability, be subjected to discrimination or limitations, unless bona fide occupational qualifications exist. The District may make reasonable accommodation to the known limitations of an otherwise qualified disabled applicant or employee. While the District will not make pre-employment inquiry as to whether an applicant has a disability, nor as to the nature and severity of any such disability, it may inquire into an applicant's ability to perform essential job-related functions.

All inquiries or complaints regarding discrimination should be directed to the Executive Director of Human Resource Services, 415 North 30th Street, Billings, Montana 59101-1298. Complaints will be processed in accordance with the District procedures established and maintained by the Superintendent.

Persons wishing to file complaints with outside regulatory agencies may reach them at the following address: U.S. Department of Education, Office of Civil Rights, Federal Building, 1244 Speer Blvd., Denver, Colorado 80204-3582 or Montana Human Rights Commission, PO Box 1728, 1236 East 6<sup>th</sup>, Helena, Montana 59624.

In compliance with federal regulations, the District will notify students, parents, staff, and community members of this policy and the designated compliance Coordinator (Superintendent or designee).

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Legal Reference: Title VI and VII of Civil Rights Act of 1964  
Title IX of the Education Amendments of 1972  
Section 504 of the Rehabilitation Act of  
1973  
Montana Constitution, Article X, Section 1  
49-2-101, et. seq., 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  
Americans with Disabilities Act of 1990,  
Title II

Date Adopted: March 18, 1996