

1 Great Falls School District

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3 **PERSONNEL**

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6 Equal Employment Opportunity and Non-Discrimination

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8 As required by federal law, including but not limited to the Civil Rights Act of 1964, Title IX,
9 Section 504, and the Americans with Disabilities Act and their regulations the District will
10 provide equal employment opportunities and will not discriminate in its educational programs or
11 activities, including in the area of employment, with respect to all persons, regardless of their
12 race, color, religion, creed, national origin, sex, age, ancestry, marital status, military status,
13 citizenship status, use of lawful products while not at work, physical or mental handicap or
14 disability, if otherwise able to perform essential functions of a job with reasonable
15 accommodations, and other legally protected categories. For purposes of this policy “sex”
16 includes sexual orientation and gender identity and expression.

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18 The District will make reasonable accommodation for an individual with a disability known to
19 the District, if the individual is otherwise qualified for the position, unless the accommodation
20 would impose undue hardship on the District.

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22 Persons who believe they have not received equal employment opportunities or have been
23 retaliated against should report their claims to the building principal. Inquiries regarding sex
24 discrimination or sexual harassment may also be directed to the District’s Title IX Coordinator,
25 the Assistant Secretary for the U.S. Department of Education, or both. Claims of sexual
26 harassment will be handled through the District’s Title IX Sexual Harassment Grievance
27 Procedure. Claims of disability discrimination will be handled through the District’s Section 504
28 and ADA Grievance Procedure. All other claims will be handled through the Uniform Complaint
29 Protocol. No employee or applicant will be discriminated against because he or she initiated a
30 complaint, was a witness, supplied information or otherwise participated in an investigation or
31 proceeding involving an alleged violation of this policy or State or federal laws. The District
32 reserves the right to take action against any individual who knowingly makes false accusations or
33 knowingly provides false information.

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35 Retaliation against an employee who has filed a discrimination complaint, testified or
36 participated in any manner in a discrimination investigation or proceeding is prohibited.

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38 Cross Reference:

- 39 Policy 1700 Uniform Complaint Procedure – Board of Trustees
- 40 Policy 3215 Uniform Complaint Procedure - Students
- 41 Policy 5215 Uniform Complaint Procedure - Employees
- 42 Title IX Sexual Harassment Grievance Procedure
- 43 Section 504 and ADA Grievance Procedure

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1 Legal References:

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| 2 | 29 U.S.C. §§ 621, et seq. | Age Discrimination in Employment |
| 3 | Title I, 42 U.S.C. §§ 12111 et seq. | Americans with Disabilities Act |
| 4 | 29 U.S.C. §§ 206(6) | Equal Pay Act |
| 5 | 8 U.S.C. §§ 1324 (a) et seq. | Immigration Reform and Control Act |
| 6 | 29 U.S.C. §§ 791, et seq. | Rehabilitation Act of 1973 |
| 7 | 20 U.S.C. §§ 1681, et seq. | Title IX of the Education Amendments |
| 8 | 34 C.F.R. Part 106 | Nondiscrimination on the Basis of Sex in Education |
| 9 | Montana Constitution Art. X, § 1 | Educational Goals and Duties |
| 10 | § 49-2-101, et seq., MCA | Human Rights Act |
| 11 | Bostock v. Clayton County, 140 S. Ct. 1731 (2020) | |

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13 Policy History:

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| 14 | Adopted on: | July 1, 2000 |
| 15 | Revised on: | September 9, 2002 |
| 16 | Revised on: | November 10, 2014 |
| 17 | Revised on: | December 18, 2017 |
| 18 | Revised on: | March 22, 2021 |