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6 Equal Employment Opportunity, Non-Discrimination, and Sex Equity

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8 The District will provide equal employment opportunities to all persons, regardless of their race,
9 color, religion, creed, national origin, genetic information, sex, age, ancestry, marital status,
10 military status, citizenship status, use of lawful products while not at work physical or mental
11 disability. The District will make reasonable accommodation for an individual with a disability
12 known to the District, if the individual is otherwise qualified for the position, unless the
13 accommodation would impose undue hardship on the District.
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15 Inquiries regarding sexual harassment, sex discrimination, or sexual intimidation should be
16 directed to the District Title IX Coordinator, to the Assistant Secretary for Civil Rights of the
17 Department of Education, or both. The Board designates the following individual to serve as the
18 District's Title IX Coordinator:

19
20 Matt Porrovecchio, Special Services Director/AD
21 600 Commerce St., Bigfork, MT 59911
22 mattp@bigfork.k12.mt.us
23 406-837-7400
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25 Inquiries regarding discrimination on the basis of disability or requests for accommodation
26 should be directed to the District Section 504 Coordinator. The Board designates the following
27 individual to serve as the District's Section 504 Coordinator:

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29 Matt Porrovecchio, Special Services Director/AD
30 600 Commerce St., Bigfork, MT 59911
31 mattp@bigfork.k12.mt.us
32 406-837-7400
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35 Any individual may file a complaint alleging violation of this policy, Policy 5012/512P – Sexual
36 Harrassment, by following those policies or Policy 1700-Uniform Complaint Procedure.
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38 The District, in compliance with federal regulations, will notify annually all students, parents,
39 staff, and community members of this policy and the designated coordinator to receive inquiries.
40 This annual notification will include the name and location of the coordinator and will be
41 included in all handbooks.
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43 The District will not tolerate hostile or abusive treatment, derogatory remarks, or acts of violence
44 against students, staff, or volunteers with disabilities. The District will consider such behavior as
45 constituting discrimination on the basis of disability, in violation of state and federal law.
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All complaints about behavior that may violate this policy shall be promptly investigated.

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

Legal Reference: Age Discrimination in Employment Act, 29 U.S.C. §§ 621, *et seq.*
 Americans with Disabilities Act, Title I, 42 U.S.C. §§ 12111, *et seq.*
 Equal Pay Act, 29 U.S.C. § 206(d)
 Immigration Reform and Control Act, 8 U.S.C. §§ 1324(a), *et seq.*
 Rehabilitation Act of 1973, 29 U.S.C. §§ 791, *et seq.*
 Genetic Information Nondiscrimination Act of 2008 (GINA)
 Title VII of the Civil Rights Act, 42 U.S.C. §§ 2000(e), *et seq.*; 29 C.F.R.,
 Part 1601
 Title IX of the Education Amendments, 20 U.S.C. §§ 1681, *et seq.*; 34
 C.F.R., Part 106
 Montana Constitution, Art. X, § 1 - Educational goals and duties
 § 49-2-101, *et seq.*, MCA Human Rights Act
 § 49-2-303, MCA Discrimination in Employment
 § 49-3-102, MCA What local governmental units affected
 §49-3-201, MCA Employment of state and local government
 personnel.

Policy History:

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Second reading/Adopted on: 1/12/22