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3 **PERSONNEL**

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5 Equal Employment Opportunity and Non-Discrimination

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7 The District will provide equal employment opportunities to all persons, regardless of their
8 race, color, religion, creed, national origin, genetic information, sex, age, ancestry, marital
9 status, military status, citizenship status, use of lawful products while not at work physical or
10 mental disability. The District will make reasonable accommodation for an individual with a
11 disability known to the District, if the individual is otherwise qualified for the position, unless
12 the accommodation would impose undue hardship on the District.
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14 Inquiries regarding sexual harassment, sex discrimination, or sexual intimidation should be
15 directed to the District Title IX Coordinator, to the Assistant Secretary for Civil Rights of the
16 Department of Education, or both. The Board designates the following individual to serve as
17 the District’s Title IX Coordinator:
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19 Title: District Clerk/Title IX Coordinator
20 Office address: 29893 Yaak River Rd. Troy MT 59935
21 Email: schoolclerk@yaakschool.org
22 Phone number: 406-295-9311
23

24 Inquiries regarding discrimination on the basis of disability or requests for accommodation
25 should be directed to the District Section 504 Coordinator. The Board designates the following
26 individual to serve as the District’s Section 504 Coordinator:
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28 Title: Head Teacher/Principle
29 Office address: 29893 Yaak River Rd. Troy MT 59935
30 Email: yaakteacher@yaakschool.org
31 Phone number: 406-295-4805

32 Any individual may file a complaint alleging violation of this policy, Policy 5012 – Sexual
33 Harassment or Policy 5015-Bullying/Harassment/Intimidation/Hazing by following those
34 policies or Policy 1700-Uniform Complaint Procedure.
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36 The District, in compliance with federal regulations, will notify annually all students, parents,
37 staff, and community members of this policy and the designated coordinator to receive
38 inquiries. This annual notification will include the name and location of the coordinator and
39 will be included in all handbooks.
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41 The District will not tolerate hostile or abusive treatment, derogatory remarks, or acts of
42 violence against students, staff, or volunteers with disabilities. The District will consider such
43 behavior as constituting discrimination on the basis of disability, in violation of state and
44 federal law.
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46 All complaints about behavior that may violate this policy shall be promptly investigated.

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6 Retaliation against an employee who has filed a discrimination complaint, testified, or
7 participated in any manner in a discrimination investigation or proceeding is prohibited.
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10 Legal Reference: Age Discrimination in Employment Act, 29 U.S.C. §§ 621, *et seq.*
11 Americans with Disabilities Act, Title I, 42 U.S.C. §§ 12111, *et seq.*
12 Equal Pay Act, 29 U.S.C. § 206(d)
13 Immigration Reform and Control Act, 8 U.S.C. §§ 1324(a), *et seq.*
14 Rehabilitation Act of 1973, 29 U.S.C. §§ 791, *et seq.*
15 Genetic Information Nondiscrimination Act of 2008 (GINA)
16 Title VII of the Civil Rights Act, 42 U.S.C. §§ 2000(e), *et seq.*; 29 C.F.R.,
17 Part 1601
18 Title IX of the Education Amendments, 20 U.S.C. §§ 1681, *et seq.*; 34
19 C.F.R., Part 106
20 Montana Constitution, Art. X, § 1 - Educational goals and duties
21 § 49-2-101, *et seq.*, MCA Human Rights Act
22 § 49-3-102, MCA What local governmental units affected
23 § 49-2-303, MCA Discrimination in Employment
24 § 49-3-201, MCA Employment of state and local government
25 personnel.

26 Policy History:

27 Adopted on: 4/23/2014

28 Reviewed on: 10/21/2020

29 Revised on: 12/16/2020