

1 **St. Regis School District**

2  
3 **PERSONNEL**

5010

4  
5 Equal Employment Opportunity and Non-Discrimination

6  
7 The District will provide equal employment opportunities to all persons, regardless of their race,  
8 color, religion, creed, national origin, sex, age, ancestry, marital status, military status,  
9 citizenship status, use of lawful products while not at work, physical or mental handicap or  
10 disability, if otherwise able to perform essential functions of a job with reasonable  
11 accommodations, and other legally protected categories.

12  
13 The District will make reasonable accommodation for an individual with a disability known to  
14 the District, if the individual is otherwise qualified for the position, unless the accommodation  
15 would impose undue hardship on the District.

16  
17 A person with an inquiry regarding discrimination should direct their questions to the Title IX  
18 Coordinator. A person with a specific written complaint should follow the Uniform Complaint  
19 Procedure.

20  
21  
22  
23 Cross Reference: 1700 Uniform Complaint Procedure

24  
25 Legal Reference: Age Discrimination in Employment Act, 29 U.S.C. 621, et seq.  
26 Americans with Disabilities Act, Title I, 42 U.S.C. 12111, et seq.  
27 Equal Pay Act, 29 U.S.C. 206(d)  
28 Immigration Reform and Control Act, 8 U.S.C. 1324(a), et seq.  
29 Rehabilitation Act of 1973, 29 U.S.C. 791, et seq.  
30 Title VII of the Civil Rights Act, 42 U.S.C. 2000(e), et seq., 29 C.F.R.,  
31 Part 1601  
32 Title IX of the Education Amendments, 20 U.S.C. 1681, et seq., 34  
33 C.F.R., Part 106  
34 Montana Constitution, Art. X, 1 - Educational goals and duties  
35 49-2-101, et. al., MCA Human Rights Act  
36 49-3-102, MCA What local governmental units affected  
37

38 Policy History:

39 Adopted on: March 8, 2006

40 Revised on: