

1 **Savage School District**

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3 **PERSONNEL**

5010

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

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7 The District will provide equal employment opportunities to all persons, regardless of their race,
8 color, religion, creed, national origin, genetic information, sex, age, ancestry, marital status,
9 military status, citizenship status, use of lawful products while not at work physical or mental
10 disability. The District will make reasonable accommodation for an individual with a disability
11 known to the District, if the individual is otherwise qualified for the position, unless the
12 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 the
17 District's Title IX Coordinator:

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19 Title: District Clerk and Title IX Coordinator
20 Office address: PO Box 110, 368 Mesa Street, Savage, MT 59262
21 Email: savageof@savagepublicschool.com
22 Phone number: 406-776-2317 Ex. 217
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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: K-12 Principal
29 Office address: PO Box 110, 368 Mesa Street, Savage, MT 59262
30 Email: anelson@savagepublicschool.com
31 Phone number: 406-776-2317 Ex. 202
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33 Any individual may file a complaint alleging violation of this policy, Policy 5012/512P – Sexual
34 Harrassment, or Policy 5015-Bullying/Harassment/Intimidation/Hazing by following those
35 policies or Policy 1700-Uniform Complaint Procedure.

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37 The District, in compliance with federal regulations, will notify annually all students, parents,
38 staff, and community members of this policy and the designated coordinator to receive inquiries.
39 This annual notification will include the name and location of the coordinator and will be
40 included in all handbooks.

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42 The District will not tolerate hostile or abusive treatment, derogatory remarks, or acts of violence
43 against students, staff, or volunteers with disabilities. The District will consider such behavior as
44 constituting discrimination on the basis of disability, in violation of state and federal law. All
45 complaints about behavior that may violate this policy shall be promptly investigated.

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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:

Adopted on: 10/19/2020

Reviewed on:

Revised on: