



**SUBJECT:** Personnel

**POLICY:** 401.1 Equal Opportunity

**RELATED PROCEDURE:**

**EFFECTIVE:**

**REVISED:** August 2013

**REVIEWED:**

### **Introduction and Purpose**

Great Falls College Montana State University (GFC MSU) is committed to the provision of equal opportunity for education, employment, and participation in all College programs and activities without regard to race, color, religion, national origin, creed, service in the uniformed services (as defined in state and federal law), veteran status, gender, age, political ideas, marital or family status, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation.

### **Policy**

GFC MSU will take affirmative action (AA) to equalize employment opportunities at all levels of operations where there is evidence that there have been barriers to employment for those protected groups that have traditionally been underrepresented.

GFC MSU makes a commitment to provide reasonable accommodation to any otherwise qualified individual with a known disability that may interfere with his or her ability to fully participate in the selection process or perform the duties of the job. Employees requiring accommodation must make requests to their supervisor and/or through Human Resources.

GFC MSU guarantees employees protection from retaliation for lawfully opposing any discriminatory practice, including the filing of an internal complaint alleging unlawful discrimination, the filing of a union grievance, the initiation of an external administrative or legal proceeding, or testifying in or participating in any of the above.

The College's Chief Student Affairs and Human Resources Officer is responsible for coordinating the EEO/AA program and for resolving applicant/employee EEO complaints. Implementation of the College's Affirmative Action Program is the responsibility of each of the College's administrators, supervisors, and division chairs.

### **Related Policies**

[Montana Board of Regents' Policy 703](#)

[Montana Board of Regents' Policy 1902](#)

[Montana Board of Regents' Policy 1908](#)

[Executive Order 11246](#)

[Section 503 of the Rehabilitation Act of 1973](#)

[Section 4212 of Vietnam Era Veterans Readjustment Assistance Act](#)

[Americans with Disabilities Act](#)

[Equal Pay Act](#)

[Montana State Constitution, Article X, Section 7](#)

[Civil Rights Act of 1991](#)

[Age Discrimination in Employment Act](#)