



SUBJECT:	Personnel			
POLICY:	401.2 Discrimination, Harassment, and Retaliation Policy			
PROCEDURE:				
EFFECTIVE:	June 2014	REVISED:	May 2024	REVIEWED: May 2025

Introduction and Purpose

Montana State University campuses commit to a learning and working environment that emphasizes the dignity and worth of every member of its community that is free from discrimination, harassment, and retaliation based upon race, color, religion, national origin, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, gender, age, political ideas, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation (taken together, generally, “protected-class harm”). An inclusive environment is necessary to a healthy and productive college community. The college will take appropriate action to prevent, resolve, and remediate protected-class harm.

Policy

In order to maintain consistency across the Montana State University affiliation, Great Falls College MSU follows a four-campus policy in regards to discrimination, harassment and retaliation. The policy can be found on Montana State University’s policy page, [here](#).

Reference

[Titles IV, VI, and VII of the Civil Rights Act of 1964](#)

[34 C.F.R. pt. 100](#)

[Title IX of the Education Amendments of 1972 28 C.F.R. pt. 54](#)

[34 Fed. Reg. pt. 106](#)

[Section 504 of the Rehabilitation Act; 34 C.F.R. pt. 104 Age Discrimination Act of 1975](#)

[34 .Fed .Reg. pt. 110](#)

[Titles I and II of the Americans with Disabilities Act; 28 C.F.R. pt. 35](#)

[Montana Human Rights Act and Governmental Code of Fair Practices, Title 49, Montana Code Annotated](#)

[Board of Regents Policy 507](#)

[Violence Against Women Act; 42 U.S.C. sections 13701 through 14040](#)