

**PERSONNEL**

5010

Page 1 of 2

Equal Employment Opportunity and Non-Discrimination and Sex Equity

The School District will provide equal employment opportunities to all persons regardless of race, creed, religion, color, or national origin, genetic information, sex, ancestry, physical or mental disability, marital status, citizenship status, use of lawful products while not at work, physical or mental disability.

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

Inquiries regarding sexual harassment, sex discrimination, or sexual intimidation should be directed to the District Title IX Coordinator, to the Assistant Secretary for Civil Rights of the Department of Education, or both. The Board designates the following individual to serve as the District's Title IX Coordinator:

Name: Sandra Beal – Title IX Coordinator  
Office address: 421 Andrew Street NW, Ronan, MT  
Email: [sandra.beal@ronank12.edu](mailto:sandra.beal@ronank12.edu)  
Phone number: 406-676-3390 ext. 7200

Inquiries regarding discrimination on the basis of disability or requests for accommodation should be directed to the District Section 504 Coordinator. The Board designates the following individual to serve as the District's Section 504 Coordinator:

Name: Charity Cheff  
Office address: 35885 Round Butte Road West, Ronan, MT  
Email: [charity.cheff@ronank12.edu](mailto:charity.cheff@ronank12.edu)  
Phone number: 406-676-3390 ext. 7450

Any individual may file a complaint alleging violation of this policy, Policy 5012/512P – Sexual Harrassment, or Policy 5015-Bullying/Harassment/Intimidation/Hazing by following those policies or Policy 1700-Uniform Complaint Procedure.

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

The District will not tolerate hostile or abusive treatment, derogatory remarks, or acts of violence against students, staff, or volunteers with disabilities. The District will consider such behavior as constituting discrimination on the basis of disability, in violation of state and federal law.

All complaints about behavior that may violate this policy shall be promptly investigated.

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.*  
Genetic Information Nondiscrimination Act of 2008 (GINA)  
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, *et seq.*  
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: August 9, 1999

Revised on: May 14, 2007; August 14, 2017; September 14, 2020