

MSU Billings Personnel Policies

POLICY: Equal Opportunity and Affirmative Action

POLICY NO.: 406.1

REFERENCES: MUS 703, 1902, 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; ADEA

DATE ADOPTED/REVISED: 10/08/08

Montana State University Billings is committed to nondiscrimination and equal opportunity for all persons. The University rigorously pursues affirmative action to provide to all people the equal opportunity for education, employment, and participation in University activities without regard to race, color, religion, national origin, sex (including pregnancy), age, marital or family status, disability, creed, political beliefs, or sexual orientation and seeks to employ and advance in employment qualified disabled veterans.

Each unit that employs personnel, admits students, or enters into contracts is responsible for implementing Montana State University Billings' commitment to equal opportunity and affirmative action. Responsibility for effecting equal opportunity accrues to all University administrators, faculty, and staff. This responsibility includes assurance that employment and admission decisions, personnel actions, and administration of benefits to students and employees rests exclusively upon criteria that adhere to the principle of equal opportunity. This responsibility also includes the obligation to provide reasonable accommodation for disability and religious preference. The University will protect against retaliation any individual who participates in any way in any proceeding concerning alleged violations of laws, orders, or regulations requiring equal education and/or employment opportunity, or who otherwise opposes discrimination.