

## **MSU Billings Personnel Policies**

---

**POLICY: COMPLAINT RESOLUTION - DISCRIMINATION**

POLICY NO.: 407.1

REFERENCES: Collective Bargaining Agreements; MUS 203.5.2

DATE ADOPTED/REVISED: 10/08/08

---

Montana State University Billings is an equal employment opportunity employer and prohibits discrimination based on race, color, national origin, age, physical or mental disability, marital status, religion, creed, sex, sexual orientation or political beliefs unless based on a bona fide occupational qualification (BFOQ). The University also prohibits discrimination in providing services, activities and programs unless providing a reasonable accommodation or reasonable modification would cause an undue hardship.