

**Policy 5010: Equal Employment Opportunity, Nondiscrimination, and Sex Equity**

Status: ADOPTED

Original Adopted Date: 04/23/2014 | Last Revised Date: 10/16/2024 | Last Reviewed Date: 10/21/2020

Equal Employment Opportunity and Non-Discrimination

The District will provide equal employment opportunities to all persons, regardless of their race, color, religion, creed, national origin, genetic information, sex, age, ancestry, marital status, military 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:

Title: Board Trustee/Kenneth Royal/Title IX Coordinator

Office address: 29893 Yaak River Rd. Troy MT 59935

Email: [kroyal@yaakschool.org](mailto:kroyal@yaakschool.org)

Phone number: 208-683-1975

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:

Title: Head Teacher/Principle

Office address: 29893 Yaak River Rd. Troy MT 59935

Email: [yaakteacher@yaakschool.org](mailto:yaakteacher@yaakschool.org)

Phone number: 406-295-4805

Individual may file a complaint alleging violation of this policy, Policy 5012 – Sexual Harassment 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.

**Yaak School District #24**

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**PERSONNEL**

Retaliation against an employee who has filed a discrimination complaint, testified, or participated in any manner in a discrimination investigation or proceeding is prohibited.

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**Administrative Rules of Montana References**

10.55.801

**Description**

School Climate

**Montana Code Annotated References**

29 U.S.C. 621

29 U.S.C.206(d)

49-2-303

49-3-102

49-3-201

**Description**

Age Discrimination in Employment Act

Equal Pay Act

Discrimination in Employment

What local governmental units affected

Employment of state and local government personnel

**United States Code References**

20 U.S.C. 1681, et seq.

29 USC 701, et seq

42 USC 12101, et seq.

42 USC 2000d et seq.

42 USC 2000e et seq.

**Description**

Title IX of the Education Amendments of 1972

Section 504 of the Rehabilitation Act

Title II of the Americans with Disabilities Act of 1990

Civil Rights Act, Title VI

Civil Rights Act, Title VII

**Code of Federal Regulations References**

34 CFR Part 106

**Description**

Nondiscrimination on the basis of sex in education programs or activities receiving Federal financial assistance

**Cross References**

1700

1700-NF(1)

5002

5012

5012-F(1)

5015

**Description**

[Uniform Complaint Procedure](#)

[Uniform Complaint Procedure - Uniform Grievance Form](#)

[Accommodating Individuals With Disabilities](#)

[Sexual Harassment of Employees](#)

[Sexual Harassment of Employees - Harassment Reporting Form for Employees](#)

[Bullying/Harassment/Intimidation](#)