



## STATEMENT OF POLICY

### EQUAL OPPORTUNITY POLICY

*The University of  
Montana  
Missoula*

*Montana Tech  
of  
The University  
of Montana  
Butte*

*The University  
of Montana  
Western  
Dillon*

*The University  
of Montana  
Helena College of  
Technology  
Helena*

Please take a moment to reflect on this important policy:

The University of Montana–Missoula provides to all people the equal opportunity for education, employment, and participation in University activities without regard to race, color, religion, national origin, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, age, political ideas, marital or family status, physical or mental disability, or sexual orientation. 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 rest exclusively upon criteria that adhere to the principle of Equal Opportunity. The University prohibits retaliation against a person for bringing a complaint of prohibited discrimination, for assisting someone with a complaint of discrimination, or for participating in any manner in an investigation or resolution of a complaint of discrimination.

The Office of Equal Opportunity and Affirmative Action (EO/AA) is available to provide you with more information about the application of this policy. The EO/AA Web site, <http://www.umt.edu/eo/>, provides additional information and resources about Equal Opportunity at The University of Montana. The EO/AA Office is located at 020 University Hall, Missoula, MT 59812. The phone number is (406) 243-5710.

If you believe that the Equal Opportunity policy has been violated, you should file a complaint of discrimination at the EO/AA Office. The discrimination grievance procedure is available at <http://www.umt.edu/eo/> or you may obtain a copy from the EO/AA office. The discrimination grievance procedure is available for any faculty member, student, employee, applicant for admission or employment, or anybody accessing or participating in a University program or event. Upon filing a complaint, a preliminary investigation will be conducted. Confidentiality of all individuals involved will be protected to the extent possible. Again, retaliation for filing a grievance or participating in the grievance process is strictly prohibited. Complaints of retaliation should be made using the aforementioned discrimination grievance procedure.

Royce C. Engstrom  
President