



*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*

STATEMENT OF POLICY

NON-DISCRIMINATION POLICY

Equal Opportunity and Affirmative Action
The University of Montana

TO WHOM IT MAY CONCERN:

The University of Montana rigorously pursues affirmative action to provide to all persons the equal opportunity for education, employment, and participation in University activities without regard to race, color, religion, national origin, sex, age, marital or family status, disability, or sexual orientation, and seeks to employ and advance in employment qualified disabled veterans and veterans of the Vietnam Era. Responsibility for effecting equal opportunity accrues to all University administrators, faculty, and staff. This responsibility includes assurance that employment and admission decisions, personnel action, and administration of benefits to students and employees rest exclusively upon criteria that adhere to the principle of equal opportunity.

The Equal Opportunity/Affirmative Action Office of the University has the specific mandate to develop and implement an effective equal opportunity program, including appropriate reporting and monitoring procedures. The University of Montana has a discrimination grievance procedure, Personnel Policy #55, for any faculty member, student, non-academic employee, or applicant for employment or admission who alleges unlawful discrimination because of any University regulation, policy, practice or official action of any University employee. Persons alleging discrimination at The University of Montana should contact Lucy France, Director of Equal Opportunity/Affirmative Action, 020 University Hall, 243-5710, within 60 calendar days of the alleged discrimination.

The University will protect against retaliation towards 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.

George M. Dennison
President