Policy Statement
The University of Montana (UM) is committed to providing an environment that emphasizes the dignity and worth of every member of its community and that is free from harassment and discrimination based upon 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, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation. Such an environment is necessary to a healthy learning, working, and living atmosphere because discrimination and harassment undermine human dignity and the positive connection among all people at our University. Acts of discrimination, harassment, sexual misconduct, stalking, and retaliation will be addressed consistent with this policy. Consistent with state and federal law, reasonable accommodation will be provided to persons with disabilities.

It is important that members of the University community understand that the law does not just prohibit discrimination and harassment of employees by employers. The law also prohibits discrimination and harassment between members of the UM community more generally: for example, between an instructor and a student, between two students, between two employees, or between a student and an applicant or campus guest. The policy applies in all University programs and activities, including, but not limited to, discrimination in athletics, instruction, grading, university housing, and university employment. In addition, the law prohibits retaliation against an individual for opposing any practices forbidden under this policy, for bringing a complaint of discrimination or harassment, for assisting someone with such a complaint, for attempting to stop such discrimination or harassment, or for participating in any manner in an investigation or resolution of a complaint of discrimination or harassment. It is central to the values of this University that any individual who believes they may have been the target of unlawful discrimination or harassment feel free to report their concerns for appropriate investigation and response, without fear of retaliation or retribution. This policy shall not be construed or applied to restrict academic freedom at UM, nor shall it be construed to restrict constitutionally protected expression, even though such expression may be offensive, unpleasant, or even hateful.

Report Policy Violations to:
Jessica Weltman
University of Montana
Director of Equal Opportunity & Affirmative Action/Title IX Coordinator
University Hall, Room 020
Telephone: 406-243-5710 | Fax: 406-243-2797
There are several avenues available for reporting:

- Leave a private voice message for the EO/AA;
- File a report on the form contained on the EO/AA website;
- Send a private email to one of the EO/AA staff;
- Mail a letter to the EO/AA office; or
- Visit one of the EO/AA staff (it’s best to make an appointment first to ensure availability).

*All UM Employees are mandated to contact UM’s Title IX Coordinator within 24 hours if a student discloses to them instances of sex-based discrimination, sexual harassment, sexual harassment, sexual violence, relationship or dating violence, and stalking.*

**Title IX Coordinator**

The Title IX Coordinator is responsible for coordinating the University’s compliance with federal and state discrimination and sexual harassment laws, including Title IX. The Director of the Office of Equal Opportunity & Affirmative Action (EO/AA) is the Title IX Coordinator for the UM community. The Title IX Coordinator oversees compliance with the University’s policy prohibiting discrimination, harassment, sexual misconduct, relationship violence, stalking and retaliation. Specifically, the Title IX Coordinator will:

- Coordinate educational programs regarding discrimination and sexual harassment prevention for students, staff, and faculty;
- Respond to, investigate, and/or seek resolution following the procedures located at: [http://www.umt.edu/eo/documents/discriminationprocedures.docx](http://www.umt.edu/eo/documents/discriminationprocedures.docx);
- Provide information about and, if requested, assist with criminal reporting;
- Provide information about resources for obtaining advocacy, healthcare, and counseling services; and
- Coordinate interim measures such as arranging for an escort on campus, modifying campus living arrangements, and helping with academic accommodations.

A full copy of the University’s **Discrimination, Harassment, Sexual Misconduct, Stalking and Retaliation Policy** and the accompanying **Discrimination Grievance Procedures** are available in the policy section of the EO/AA website at [www.umt.edu/eo](http://www.umt.edu/eo). More information about reporting options, resources and other information about sexual harassment, including sexual assault, is located at [http://www.umt.edu/sexualmisconduct/](http://www.umt.edu/sexualmisconduct/) or [http://www.umt.edu/eo/titleix/default.php](http://www.umt.edu/eo/titleix/default.php).
We have sent this message to your umontana e-mail address because you are an employee or student at the University of Montana. If this is not correct, please do not reply to this message; contact Human Resource Services to update your status. To contact President Engstrom, please write to prestalk@umontana.edu.