

Policy: **Non-Discrimination/Equal Opportunity Policy**
Policy Number: 141.0
Date Adopted: 5/1/94
References: President's Statement of Policy: Non-Discrimination Policy: Equal
Opportunity and Affirmative Action
Approved By: George M. Dennison, President

All University policies are available in an alternative format upon request.

GENERAL POLICY

The University of Montana - Missoula rigorously pursues affirmative action to provide to all people 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 actions, and administration of benefits to students and employees rests exclusively upon criteria that adhere to the principle of equal opportunity. The University will protect against retaliation 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.

PROCEDURE

The University of Montana - Missoula has a Discrimination Grievance Procedure, Personnel Policy 55.0, 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 - Missoula should contact the Equal Opportunity/Affirmative Action Officer, Room 123, University Hall, 243-4594 (Voice/Text: 243-2311) within 60 calendar days of the alleged discrimination.