SUBJECT: Equal Employment Opportunity
Policy Number: 402.0
Adopted: January 2, 2002; Updated: March 2016

Policy
It is the policy of the Office of the Commissioner of Higher Education (OCHE) to recruit, appoint, assign, train, evaluate, and promote all personnel on the basis of merit & qualifications regardless of race, color, religion, creed, political ideas, sex, gender identity, sexual orientation, age, marital status, physical or mental disability, national origin, or ancestry unless based on reasonable grounds.

The OCHE is committed to provide reasonable accommodation to any known disability that may interfere with a qualified disabled person's ability to compete in the selection process or to perform the essential functions of the job, except where the accommodation would create an undue hardship in the office.

Employees shall be protected against retaliation for lawfully opposing any unlawful discriminating practice, including the filing of a grievance or the initiation of an external administrative or legal proceeding or testifying in or participating in any of the above.

The Commissioner of Higher Education is responsible for equal employment opportunity as a policy in the OCHE. The Commissioner pledges to promote and support practices which protect the right of equal employment opportunity.

The responsibility for attempting to resolve employees' EEO complaints shall be the responsibility of the Deputy Commissioner for Communications and Human Resources, who shall be designated as the office EEO officer. Any inquiries, questions, requests for interpretations, or grievances should be referred to the EEO officer.

References:
49-3-101, et seq., MCA
Board of Regents Policy 703