



## 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*

#### TO WHOM IT MAY CONCERN:

The University of Montana–Missoula provides equal opportunity to all people 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 rests exclusively upon criteria that adhere to the principle of Equal Opportunity.

The University of Montana has a discrimination grievance process for any faculty member, student, non-academic employee, applicant for admission or employment, or anybody accessing or participating in a University program or event. Anyone claiming discrimination should use this process to report allegations of prohibited discrimination based on any University regulation, policy, practice, or action of any University employee.

Persons alleging discrimination should contact the Director of Equal Opportunity/Affirmative Action, 020 University Hall, (406) 243-5710, within 60 calendar days of the alleged discrimination. The University posts the discrimination grievance procedure at <http://www.umt.edu/president/eoo/>. Those wishing a copy should contact the Equal Opportunity/Affirmative Action Office.

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. Anyone alleging retaliation should use the procedure above.

George M. Dennison  
President