

Montana Historical Society EEO Nondiscrimination and Harassment Policy Statement

MHS provides equal access to employment, programs, services, and activities without regard to race, color, national origin, age, physical or mental disability, marital status, religion, creed, sex, pregnancy, childbirth or a medical condition related to pregnancy or childbirth, sexual orientation, gender identity or expression, political beliefs, genetic information, military service or veteran's status, culture, social origin or condition, or ancestry with the exception of special programs established by law. Likewise, the MHS will not tolerate discrimination or harassment because of a person's marriage to or association with individuals in one of the previously mentioned protected classes. All employees have a right to work in an environment free from all forms of discrimination and harassment, including sexual harassment.

MHS provides reasonable accommodations, upon request, to enable qualified individuals with disabilities to perform the essential functions of their job, enjoy equal benefits and privileges of employment, and promote equal opportunity in hiring, unless doing so would create an undue hardship on MHS. MHS will also, upon request, make reasonable modifications to policies and procedures and provide effective communication to enable individuals with disabilities to participate in programs, services, or activities provided through the department, unless doing so would create an undue burden or fundamental alteration to a program.

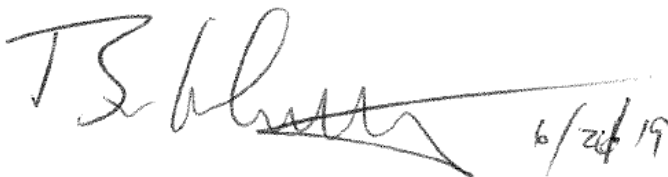
MHS does not retaliate or allow, condone, or encourage others to retaliate against any customer, applicant, or current or former employee for opposing unlawful discriminatory practices, filing a discrimination complaint or participating in a discrimination proceeding, including testifying in court.

MHS makes good faith efforts to equalize employment opportunities at all levels of MHS where there is evidence of barriers to employment for those classes of people who have traditionally been denied equal employment opportunity.

Implementation of this MHS's equal employment opportunity plan is the responsibility of each division administrator and supervisor.

Contact MHS EEO Officer, Denise King, at 444-4699 or by mail at DKing@mt.gov for additional information.

Bruce Whittenberg, Director



6/24/19