



## 102-1 Civil Rights

<b>Supersedes:</b>	TANF 102-1 (01/01/06)
<b>References:</b>	MCA 49-2-308; ARM 37.78.102 and 37.82.101
<b>Overview:</b>	GENERAL RULE--State ,County and WoRC staff shall not discriminate against individuals, including applicants, beneficiaries or participants in any aspect of the program administration for reasons of race, color, national origin, physical or mental disability, age, sex, religion, political beliefs, sexual orientation, marital status, creed or genetic information,
<b>NON-DISCRIMINATION POLICY</b>	All OPA and WoRC offices must post a Nondiscrimination Notice, which will be provided by the Department. This Statement must be posted continuously and the Department will provide revised or updated Statements to the OPA as necessary. In addition, this statement must comply with federal requirements for effective communications and be made available to persons with sensory impairments by, for example, reading aloud the Statement's provisions, as appropriate.
Date Revised	July 1, 2011