

	Montana Mental Health Nursing Care Center Policy Manual	Policy Number	412
		Original Date	06/26/1986
	Department: Personnel	Revised Date	01/09/2014
	Non-discrimination/Equal Employment Opportunity Policy		

POLICY:

The Montana Mental Health Nursing Care Center is an equal employment opportunity employer and prohibits discrimination based on race, color, national origin, age, physical or mental disability, marital status, religion, creed, sex, sexual orientation or political beliefs unless based on a bona fide occupational qualification. The Montana Mental Health Nursing Care Center’s prohibition of discrimination includes discrimination in hiring, firing, promotions, compensation, job assignments and other terms, conditions or privileges of employment.

PROCEDURE:

1. The Montana Mental Health Nursing Care Center will take affirmative action to equalize employment opportunities where there is evidence that there have been barriers to employment for those classes of people who have traditionally been denied equal employment opportunity.
2. The Montana Mental Health Nursing Care Center will make a commitment to provide reasonable accommodation for any known disability that may interfere with a disabled applicant's ability to compete in the selection process or a disabled employee's ability to perform the duties of the job.
3. The Montana Mental Health Nursing Care Center and its employees will not retaliate against an employee for lawfully ongoing any discriminatory practice, including the filing of an internal grievance, the filing of a union grievance, the initiation of an external administrative or legal proceeding or testifying in or participating in any of the above.
4. The designated Equal Employment Opportunity Officer is the DPHHS Director of Human Services.
5. MMHNCC will follow the State of Montana Non-discrimination-EED policy 3-0630 (Attachment #1)