

Continuous Notice of Non-Discrimination

Montana Tech and Highlands College are committed to providing an environment that emphasizes the dignity and worth of every member of its community and that is free from harassment and discrimination based upon 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, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation.

Such an environment is necessary to a healthy learning, working, and living atmosphere because discrimination and harassment undermine human dignity and the positive connection among all people at Montana Tech and Highlands College.

Acts of discrimination, harassment, domestic violence, dating violence, sexual assault, sexual misconduct, rape, stalking, and retaliation are prohibited. Montana Tech and Highlands College also encourage reporting of any incidents related to these issues.

It is important that members of the Montana Tech and Highlands College community understand that the law does not just prohibit discrimination and harassment of employees by employers. The law also prohibits discrimination and harassment between members of the Montana Tech and Highlands College community more generally: for example, between an instructor and a student, between two students, between two employees, or between a student and an applicant or campus guest.

The policy applies in all Montana Tech and Highlands College programs and activities, including, but not limited to, discrimination in athletics, instruction, grading, university housing, and university employment. In addition, the law prohibits retaliation against an individual for opposing any practices forbidden under this policy, for bringing a complaint of discrimination or harassment, for assisting someone with such a complaint, for attempting to stop such discrimination or harassment, or for participating in any manner in an investigation or resolution of a complaint of discrimination or harassment. It is central to the values of Montana Tech and Highlands College that any individual who believes they may have been the target of unlawful discrimination or harassment feel free to report their concerns for appropriate investigation and response, without fear of retaliation or retribution.

This policy shall not be construed or applied to restrict academic freedom at Montana Tech and Highlands College, nor shall it be construed to restrict constitutionally protected expression, even though such expression may be offensive, unpleasant, or even hateful.

Report policy violations to:

Vanessa Van Dyk

Title IX Coordinator/Director, Office of Equal Opportunity & Affirmative Action

Telephone: 406-496-4322

Fax: 406-496-4387

Email: vvandyk@mtech.edu

Office: Mining & Geology Building, Room 211

Mailing Address: Vanessa Van Dyk, MG 211, Montana Tech, Butte, MT 59701

Website (with online information for submitting complaint): <http://www.mtech.edu/campus-safety/>