

MISSOULA POLICE DEPARTMENT POLICY MANUAL



Subject: DISCRIMINATION AND SEXUAL HARASSMENT		
Effective Date: 6/8/2017	Original Date: 12/01/2007	Next Review: 6/8/2018
Chapter 3	Policy # 3.30	Distribution:
References: <i>City of Missoula Employee Personnel Manual "Blue Book" Section 10-3</i> <i>Montana Human Rights Act, Title VII of Civil Rights Act of 1964</i>		

I. Purpose

The purpose of this policy is to ensure that employees of the Missoula Police Department are aware of and abide by the City of Missoula Policy regarding Discrimination and Sexual Harassment. Workplace harassment is a serious issue which needs timely attention.

II. Policy

The City Of Missoula is committed to providing a positive atmosphere conducive to employees achieving high levels of performance. It is a policy of the City of Missoula to protect the rights of employees to work in an environment free of all forms of unlawful discrimination and harassment, including, but not limited to, sexual harassment.

For the purpose of this policy, unlawful discrimination is defined within the meaning of Title VII of the Civil Rights Act of 1964 and the Montana Human Rights Act. Unlawful discrimination is a failure or refusal to hire any individual with respect to his or her compensation, terms, conditions or privileges of employment because of such individual's race, color, religion, sex, national origin, age, mental or physical disability, sexual partner preference, marital status, receipt of public assistance, political belief and/or ex-offender status. Sex Discrimination includes Sexual Harassment.

The provisions of this policy apply to all City of Missoula work sites, departments, and divisions, and all employer sponsored activities.

III. Procedure

The process for making a claim and all employee/supervisor responsibilities are listed in the City of Missoula Personnel Policy Manual "Blue Book". All needed information is located in Section 10-03.