

Missoula Community Foundation Non-Discrimination Policy

Adopted by Board of Directors: November 15, 2016



Purpose

It is the policy of the Missoula Community Foundation that all people shall be treated with respect and professional courtesy, and that mutual respect will be the guiding principle in workplace relationships. We believe the right to full enjoyment of any of the accommodation facilities or privileges of any place of public resort, accommodation, assemblage, or amusement is included in freedom from discrimination. Mont. Code Ann. § 49-1-102(1) (b) (2013).

Intent

The Missoula Community Foundation believes that equal opportunity is important for the continuing success of our organization. Under state, federal, and municipal laws, this foundation intends to comply with these laws, which preclude discrimination because of actual or perceived race, physical or mental disability, color, creed, religion, gender identity or expression, age, marital or familial status, sexual orientation, national origin, ancestry, citizenship, military status, or any other protected classification. This policy applies to all activities of the Missoula Community Foundation, including but not limited to employment, selection of volunteers, grant making, purchasing, events, and selecting vendors or consultants.

Service Animals

Service Animals are welcome on the premises of the Missoula Community Foundation office and at any event presented or sponsored by the Missoula Community Foundation. Service animals are animals that are specifically trained to perform a service for people with disabilities. Service animals include dogs and miniature horses. Service animals are not considered "pets" and are explicitly covered under state and federal civil rights laws.

See [U.S. Department of Justice ADA 2010 Revised Requirement on Service Animals](#). See Montana Code Annotated, Title 49 Human Rights: [MCA 49-4-214. Right to be accompanied by service animal -- identification for service animals in training](#).

The Missoula Community Foundation finds it necessarily consistent with Montana's illegal discrimination law to identify, protect, and safeguard the right and opportunity of all persons to be free from discrimination laws. Nothing in this Chapter should alter or abridge other rights, protections, or privileges secured by state or federal law, including state and federal constitutional protections of freedom of speech and exercise of religion.

Severability Clause

If a provision or clause of this Non-Discrimination Policy becomes invalid, the invalidity shall not affect other provisions and shall be declared severable. Mont. Code Ann. § 30-1-108 (2013).

Equal Employment Opportunity

The Missoula Community Foundation is committed to a policy of equal employment opportunity and does not discriminate in the terms, conditions, or privileges of employment for actual or perceived race, physical or mental disability, color, creed, religion, gender identity or expression, age, marital or familial status, sexual orientation, national origin, ancestry, citizenship, military status, or any other protected classification; otherwise as may be prohibited by federal and state law.

Any employee, board member, volunteer, or client who believes that he or she or any other affiliate of Missoula Community Foundation has been discriminated against is strongly encouraged to report this concern promptly to the Executive Director or Missoula Community Foundation Board Member President.

Discriminatory Harassment

Harassment or intimidation of a client, staff person or guest because of actual or perceived race, physical or mental disability, color, creed, religion, gender identity or expression, age, marital or familial status, sexual orientation, national origin, ancestry, citizenship, military status, or any other protected classification is specifically prohibited and may be grounds for termination. Harassment and intimidation includes abusive, foul, or threatening language or behavior. Missoula Community Foundation will maintain a workplace free of any such harassment and will not tolerate discrimination against staff members, volunteers, or agency clients. Issues of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the Executive Director or Missoula Community Foundation Board Member President, if substantiated, prompt action will be taken.

Discrimination, in any of its forms, is forbidden and will cause discipline; that may include termination of employment. Mont. Code Ann. § 49-1-102(1) (2013).

Events

From time to time, Missoula Community Foundation will hold special events in locations it doesn't own. Missoula Community Foundation wants to comply with venue owner rules. However, compliance with ADA regulations will override these rules. MissoulaCF will make venue operators aware of the regulations if they aren't already.