



Non-Discrimination Statement and Title IX Coordinator Notice

Date(s) Revised/Implemented: August 14, 2020; July 28, 2021

The College is committed to providing a learning and working environment that emphasizes the dignity and worth of every member of its community and that is free from discrimination, harassment, and retaliation 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 (taken together, "protected-class harm").

Consistent with this commitment, and with all applicable laws, the College will take appropriate action to eliminate, prevent and address the effects of protected-class harm as well as sexual harassment, including sexual assault, domestic violence, dating violence, stalking and sexual exploitation. Consistent with state and federal law, reasonable accommodation will be provided to persons with disabilities.

Title IX of the Education Amendments of 1972 requires that all educational institutions that receive federal funds or financial assistance prohibit sex discrimination in their education programs and activities. It reads, in relevant part:

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

Title IX of the Education Amendments of 1972 and its implementing regulation at 34 C.F.R. Part 106 ("Title IX").

Inquiries about the application of Title IX at the College and reports about all forms of protected class discrimination and harassment should be referred to the College's Title IX Coordinator:

Valerie Curtin, Executive Director of Compliance & Financial Aid

Donaldson Campus, Rm. 101D

1115 N. Roberts Street, Helena, MT 59601

(406) 447-6913

Valerie.curtin@helenacollege.edu

Online Form address: https://cm.maxient.com/reportingform.php?HelenaCollege&layout_id=1

Please note that reports can be made at any time, including during non-business hours, by using the Title IX Coordinator's email address, listed telephone number (and leaving a private message), or by using the online form.

The College has adopted a Policy and accompanying Procedures Discrimination Harassment and Retaliation Policy which define and prohibit such discrimination and harassment and describe how the College will respond. The Policy and Procedures apply to all College programs and activities, including, but not limited to, admissions, instruction, grading, and College 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.