

First In Montana - 1841

TOWN OF STEVENSVILLE

P.O. Box 37
Stevensville, Mt. 59870
406-777-5271

Home of Historic
Fort Owen and St. Mary's Mission

TOWN OF STEVENSVILLE FAIR HOUSING RESOLUTION

Whereas, the Town of Stevensville desires to give meaning to the guarantees of equal rights contained in the Constitution of the United States and to encourage and bring about mutual self-respect and understanding among all citizens and groups in the Town of Stevensville; and,

Whereas, under the federal fair housing law, Title VIII of the Civil Rights Act of 1968, it is illegal to deny housing to any person because of race, color, religion, sex, or national origin; and,

Whereas, under the Montana State fair housing law, Title 49-2-305, MCA, it is illegal to deny housing to any person because of race, sex, religion, color, age, physical or mental handicap or national origin;

Therefore, be it resolved that the Town of Stevensville, Montana makes a firm commitment to do all within it power to eliminate prejudice, intolerance, disorder and discrimination in housing.

Therefore, be it resolved it also resolved that Fair Housing and Equal Opportunity logo will be displayed within the Town of Stevensville's building and on official correspondence.

Therefore, be it also resolved that the following procedures shall be used to accomplish the purpose of the aforementioned resolution:

1. The Town Council shall inform all town employees of the Town's commitment to equal housing.

2. The Town Council shall direct all employees to forward immediately to the Mayor any reports they receive of housing discrimination.

3. The Mayor shall forward such complaints to the Montana Human Rights Commission within ten days of receipt of said complaint.

Signature


Richard I. Sipes,

Title


Mayor
12/13/88

EQUAL EMPLOYMENT OPPORTUNITY POLICY

TOWN OF STEVENSVILLE

Purpose

To provide equal employment opportunity in direct employment with The Town of Stevensville.

Policy

It is the policy of The Town of Stevensville to provide equal opportunity to all of its employees and applicants for employment and to assure that there shall be no discrimination against any person on the basis of race, color, religion, creed, national origin, sex, age, physical or mental handicap, marital status or political benefits unless related to a bona fide occupational requirement. To this end the Town of Stevensville will take affirmative actions to equalize opportunity for employment at all levels of operation for those classes of people who have traditionally been denied equal opportunity -- minority group members, women, and the handicapped; and The Town of Stevensville recognizes an obligation to make reasonable accommodations to the known physical or mental limitations of an otherwise qualified handicapped applicant or employee unless the accommodation imposes an undue hardship.

All applicants for employment with The Town of Stevensville will be recruited from the reasonably available labor market and evaluated on each person's individual qualifications and abilities. All Town of Stevensville's employees shall be afforded equal employment opportunity during their terms of employment, and are guaranteed protection against retaliation for exercising any legal or administrative procedures to secure rights to equal employment opportunity or testifying on behalf of someone else doing so.

All supervisory personnel are responsible for and shall be committed to achieving and promoting equal employment opportunity with The Town of Stevensville and for implementing this equal employment opportunity policy.

Adoption of this document reaffirms The Town of Stevensville's policy of nondiscrimination in employment, including but not limited to the following:

-- recruitment, selection, placement, testing, training, promotion, transfer, discipline, demotion, layoff and termination.

Assignment of Responsibility

Primary responsibility for the development, implementation and maintenance of procedures in accordance with this equal employment opportunity policy is assigned to Audrey Ebel, Town Clerk, who will serve as the equal opportunity officer and will conduct periodic reviews of The Town of Stevensville's personnel action to ensure that the policy of equal opportunity is being adhered to and will hold quarterly equal opportunity meetings with the Mayor and Town Council to apprise them of progress and of any developing problems for which remedial action would be appropriate.

The Stevensville Town Council hereby directs employees of the Town of Stevensville engaged in any phase of employment, including but not limited to the following:

-- recruitment, selection placement, testing training, promotion transfer, discipline, demotion, layoff and termination,

to take appropriate steps to assure that employment opportunities with The Town of Stevensville are offered on an equal basis to all without regard to race, color, sex, creed, religion, national origin, age, physical or mental handicap, marital status, or political beliefs unless such distinction is a bona fide occupational qualification.

Implementation

The Town of Stevensville will implement this policy and Title VII of the Civil Rights Act of 1964, by means of the Equal Employment Program below. This program is drawn to the specifications and standards established by residential Executive Orders 11246 and 11375, which are described in Part 60-2 of the Code of Federal Regulations (issued by the Office of Federal Contract Compliance, U. S. Department of Labor) and the Montana Human Rights Act (Title 40 MCA).

This policy shall be comprehensive in its range. The Town of Stevensville shall make good faith efforts to implement this policy, procedures adopted will include at a minimum:

-- evaluate all current employment practices for evidence of discriminatory effect. Where such practices are found to be discriminatory in their effect, they shall be modified so as to excise any discriminatory effect:

-- remedy any unwarranted instances of under-utilization of women, minorities, and other individuals who have traditionally been the victims of discrimination;

develop training and upgrading procedures which will ensure full consideration for those classes of people who have

traditionally been denied equal opportunity -- minority group members, women, and the handicapped -- in any future employment opportunities with the Town of Stevensville;

-- seek out those who have been denied equal opportunity as applicants whenever vacancies occur;

-- disseminate the substance of this policy on a continual basis through written notice to all employees; recruitment sources and other interested persons and organizations;

-- provide equal pay for equal work;

-- apprise all contractors and subcontractors of their affirmative action responsibilities in all contacts awarded by this jurisdiction; and

-- ensure compliance with all applicable federal and State equal employment requirements.

-- include the "We are an equal opportunity employer, Minorities and women are encouraged to apply." clause in all vacancy announcements;

-- provide assistance to members of protected groups in completing applications;

-- apprise all employment referral agencies of the substances of this policy in order to facilitate referral of qualified minorities, women and handicapped individuals;

-- post EEO posters in conspicuous places on The Town of Stevensville's premises;

-- instruct all supervisory personnel in the required procedures following an EEO complaint;

-- inform all supervisory personnel of their duties and responsibilities with respect to equal employment opportunity; and

-- inform all employees of The Town of Stevensville's commitment to equal employment opportunity and of their rights and remedies under the law.

Effective Date

This policy shall take effect upon affirmative vote of the Town of Stevensville's Town Council.

Signature

Richard J. Sipes

Title

Mayor of Stevensville

Date

December 12, 1988