**POLICY STATEMENT OF NON DISCRIMINATION**

Blackfeet Community College (BFCC) strives to operate in compliance with all applicable tribal, federal, and state laws, statutes, and regulations concerning equal opportunity, including Title VII, Title VI, Title IX of the Education Amendments of 1972, Age Discrimination Act, Genetic Information Nondiscrimination Act and is committed to making reasonable accommodations as needed or as required by these and other applicable laws. BFCC does not discriminate on the basis of race, color, national origin, ancestry, sex, gender, gender identity, sexual orientation, disability, age, religion, medical condition, veteran status, marital status, genetic information, pregnancy (including pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), or any other characteristic protected by institutional policy or tribal, state, or federal law. The requirement of non-discrimination in educational programs and activities extends to employment, admissions, and all activities at the College.

**Prohibition Against Retaliation**

Employees making good faith reports of potential issues will not be subject to any form of retaliation or reprisal, regardless of the outcome of the investigation. Any employee who engages in any form of retaliation against a complainant is subject to disciplinary action up to and including termination of employment.

If you have any questions about the College’s non-discrimination policies, including the College’s grievance procedures for resolving complaints, and their application to the College’s programs and activities, or would like to file a complaint of discrimination, please contact the Human Resource Director and Title IX Coordinator, Daisy Gilham, who is located in Beaver Painted Lodge 504 SE Boundary ST Browning, MT 59417 at [dlouis@bfcc.edu](mailto:dlouis@bfcc.edu) or 406-338-5441. Individuals may also contact the Assistant Secretary for Civil Rights, Office for Civil Rights, U.S. Dept. of Education at 1-800-421-3481, Seattle office at (206) 607-1600, or OCR@ed.gov.

It is the policy of the College to give preference to qualified American Indian applicants, especially enrolled members of the Blackfeet Tribe, in filling employment vacancies, while complying with all applicable federal and tribal employment requirements, specifically the Tribal Employment Rights Office (TERO).

Under Title IX, the College needs to prominently display its revised notice of non-discrimination on the College’s website at [bfcc.edu/compliance](http://bfcc.edu/compliance), and in all of the College’s handbooks and catalogs.