

Civil Rights Policy

Adopted 9/2/21

Equal Employment Opportunity

Great Falls Development Authority shall not discriminate because of race, color, age, sex, marital status, political beliefs, disability, national origin or ancestry, religion, gender identity, gender expression or other factors considered to be discriminatory under federal or state law. This covers all areas of employment, recruitment, advertising, hiring, promotion, demotion, lateral reassignment, transfer, layoff, discharge, rates of pay or other compensation, training, or any other benefits. Employment will be solely on the basis of merit and qualification.

Great Falls Development Authority shall comply with the Americans with Disabilities Act of 1990 as required.

Any complaint regarding discrimination shall be handled through the Chief Executive Officer or the CEO's designee of Great Falls Development Authority. The complainant should contact the Chief Executive Officer (or, if the complaint is against the chief executive, the board chair or board vice chair), who shall provide information and assistance on filing and pursuing the complaint.

Services & Activities

Great Falls Development Authority shall not discriminate in the provision of services or activities because of race, color, national origin, sex, religion, age, disability, sexual orientation, marital status, family status, status as a parent, gender identity, gender expression, or part of an individual's income is derived from any public assistance program.