

Nondiscrimination Statement and Title IX Coordinator Notice

Policy Statement

Montana State University-Northern (MSUN) commits to a learning and working environment that emphasizes the dignity and worth of every member of its community that is free from unlawful discrimination and harassment based upon race, color, religion, national origin, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, gender, age, political ideas, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation (taken together, generally, “protected-class harm”). An inclusive environment is necessary for a healthy and productive University community.

Consistent with MSUN’s commitment, and with all applicable law, the University prohibits unlawful discrimination or harassment, including sexual misconduct prohibited by Title IX of the Education Amendments of 1972, and will take appropriate action to prevent, resolve, and remediate the effects of protected-class harm.

The [Discrimination, Harassment, and Retaliation Policy](#) defines and prohibits protected-class misconduct, and the [Discrimination Grievance Procedures](#) set forth the University’s processes for addressing and resolving such reports. The Policy and Procedures apply to all University programs and activities, including, but not limited to, admissions, athletics, instruction, grading, University housing, and University employment. In addition, the law prohibits retaliation against an individual for opposing any practices prohibited by this Policy, for bringing or responding to 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 resolution of a complaint of discrimination or harassment.

Inquiries about the application of Title IX at the University and reports about all forms of protected-class discrimination and harassment should be made to the Title IX Coordinator:

Montana State University-Northern
PO Box 7751
Havre MT 59501

Vice Chancellor of Student Success / Title IX Coordinator:

Joshua Engle
Cowan Hall 213K
Tel: (406) 265.3566
E-mail: titleixcoordinator@msun.edu or joshua.engle1@msun.edu

Director of Human Resources / Assistant Title IX Coordinator:

Rebecca Farr
Cowan Hall 208
Tel: (406) 265.3569
E-mail: rebecca.farr@msun.edu

Please note that reports can be made at any time, including during non-business hours, by using the email addresses or listed telephone numbers (and leaving a private message).

Title IX Coordinator

The Title IX Coordinator is responsible for coordinating the University's compliance with federal and state discrimination and harassment laws, including Title IX. The Title IX Coordinator oversees compliance with the University's [Discrimination and Grievance Policy](#). Specifically, the Title IX Coordinator:

- Coordinates educational programs and trainings regarding discrimination and harassment prevention for students and employees;
- Responds to and seeks to resolve reports of discrimination and harassment following the [Procedures](#);
- Provides information about and, if requested, assists with criminal reporting;
- Provides information about resources for obtaining advocacy, healthcare, and counseling services; and
- Coordinates supportive and protective measures for members of the MSUN community.

A full copy of the [University's Discrimination, Harassment, and Retaliation Policy](#) and the accompanying [Discrimination Grievance Procedures](#) are available on the Human Resources and Title IX website. More information about reporting options, resources, and other information about sexual harassment, including sexual assault, is located at the Human Resources and Title IX website.

This notice is disseminated annually to students and employees at the Montana State University-Northern.