

Montana Academy of Salons
Notice of Nondiscrimination

Montana Academy of Salons (“Montana Academy”) is a post-secondary academy dedicated to student success by enriching lives and cultivating professionals through innovative, personalized education in a creative and inspiring environment that prepares graduates in the business skills and fiscal responsibility necessary for success in the workplace, and for licensure. Montana Academy is committed to an environment free from harassment and discrimination. As part of this effort, Montana Academy will respond to all illegal forms of harassment and discrimination and through clear policies and grievance procedures, educational programming, employee training, and sanctioning those who violate our policies, commits itself to maintaining a safe and healthy educational and employment environment.

Montana Academy of Salons does not discriminate against employees, students, or applicants in any area of education or employment on the basis of any protected class, including sex, gender identity, sexual orientation, race, color, religion, national origin, ethnicity, physical or mental disability, protected veteran status, age, or any other characteristic protected by law, as applicable. Montana Academy’s good faith efforts and policies are designed to ensure that this commitment is maintained.

Sexual harassment and sex-based discrimination, specifically:

Montana Academy of Salons prohibits all forms of sex and gender-based harassment, as well as the offenses of sexual assault, domestic violence, dating violence, and stalking (collectively referred to in our policy as “Sexual Harassment”.) These offenses may also be prohibited by Title IX of the Higher Education Amendments of 1972, 20 U.S. C. § 1681 et seq. (“Title IX”), by the Clery Act and Section 304 of the Violence Against Women Reauthorization Act of 2013 (“VAWA”), Title VII of the Civil Rights Act of 1964, and other applicable statutes. This Policy prohibits a broad continuum of behaviors, some of which are not prohibited under Title IX or other laws. Their inclusion in our Policy reflects Montana Academy’s standards and expectations for a respectful working and learning environment where everyone is free to work and learn safely.

To report an allegation of any form of protected class harassment or discrimination, contact:

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