

FLATHEAD VALLEY COMMUNITY COLLEGE

Policy Manual

CHAPTER VI – Human Resources

SECTION 10: HUMAN RESOURCES POLICIES

The Human Resources policies establish a framework and set standards that guide employees of Flathead Valley Community College. Employees share responsibility for adhering to and participating in the well-being of the College in the best interest of the students and community that we serve. All employees are expected to be familiar with these policies and the Employee Handbook. The College will make all decisions in accordance with Montana state and federal laws, regulations, board policy, and applicable collective bargaining agreements in order to ensure sound, fair, and legal processes. In the case of any discrepancy, the state or federal law will become the prevailing policy.

I. PERSONS COVERED

These policies and procedures shall apply to all College employees to the extent that they do not conflict with state or federal law or the provisions of any collective bargaining agreement to which the College is a party.

II. ADMINISTRATION OF POLICIES

These personnel policies and procedures shall be administered by the President, or designee, in accordance with the policies established by the Board of Trustees and accepted administrative procedures.

REFERENCES: Executive Order 11246; Section 503 of the Rehabilitation Act of 1973; Section 4212 of Vietnam Era Veterans Readjustment Assistance Act; Americans with Disabilities Act; Equal Pay Act; Montana State Constitution, Article X, Section 7; Civil Rights Act of 1991; ADEA; M.C.A 49-2-205; Employee Handbook