



**GREAT FALLS  
COLLEGE**

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**MONTANA STATE  
UNIVERSITY**

**Great Falls College**  
**Montana State University**  
**Financial Aid Office**  
2100 16<sup>th</sup> Avenue South  
Great Falls, MT 59405  
Phone: 771-4431 FAX 771-4410

***WORK STUDY  
SUPERVISOR  
MANUAL***

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Revised 2022

Financial Aid Office  
Great Falls College MSU  
406-771-4334 FAX 406-771-4410  
[finaid@gfcmsu.edu](mailto:finaid@gfcmsu.edu)

# **Table of Contents**

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## **Introduction**

## **Student Eligibility**

- Enrollment Status**
- Satisfactory Progress**
- Changes in Awards**

## **Employer Eligibility**

## **Employment Opportunities**

- Finding a Job**
- Rehires**
- Job Changes**
- Work Study Certification Form**
- Work Authorization**

## **Payroll Policies & Procedures**

- Timesheets**
- Payroll**
- Tracking Forms**

## **Student Employment Policies**

- Wages**
- Maximum Hours**
- Work Periods**
- Work Schedules**
- Benefits**
- Dress Code**
- Sexual Harassment**
- Injuries/Accidents**

## **Job Performance**

- Evaluations**
- Disciplinary Action**

## **Student's Responsibilities**

## **Supervisor's Responsibilities**

## **Addendum A – Human Resources Policy on Sexual Harassment**

## Introduction

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Federal Work Study is a federal financial aid work program partially funded by the United States Department of Education. State Work Study is a similar program funded by the state; only Montana residents enrolled as full-time students are eligible for State Work Study. The two programs are jointly referred to as College Work Study (CWS). In order to qualify for a work-study award, the student must:

- Demonstrate financial need through the FAFSA application process
- Maintain satisfactory academic progress while employed in the program
- Be enrolled for a minimum of 6 credits

Great Falls College MSU has a limited amount of funding for the work study program. Awards are made to eligible students on a priority basis, based on the date the FAFSA and all verification was submitted to the Financial Aid Office. Students are encouraged to complete the FAFSA and submit required verification to the Financial Aid Office by March 1<sup>st</sup> to increase chances of receiving a CWS award.

If a student is not awarded CWS and would like to be considered for a position, the student may request to be placed on the waiting list. The student will remain on the waiting list until funding is available.

Once a student has been awarded CWS, they will be informed of the procedure to locate a position. If the student does not find a position within the given period of time, the CWS award will be cancelled. This will allow the funds to be offered to another student.

*If a supervisor is interested in hiring a student that is not CWS eligible, the student should be encouraged to contact the Financial Aid Office to review eligibility and be placed on the waiting list, if eligible. In cases where a highly qualified student is required (i.e., tutoring), the Financial Aid Office has the option of bypassing the waiting list and immediately awarding the student work study funds.*

# Student Eligibility

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Students who have been awarded Work Study must maintain eligibility.

## Enrollment Status

A student must be enrolled in a minimum of six credits in the current semester to be eligible for CWS. Students who graduate, withdraw from classes, or drop below six credits are not eligible for a CWS position. CWS workers must stop working the day their change in enrollment status occurs.

*When the Financial Aid Office is advised that a student's enrollment status makes them ineligible for CWS, the supervisor will be informed. Likewise, if supervisors have information that lead them to believe the student is not enrolled in at least 6 credits, they should advise the Financial Aid Office, who will confirm eligibility.*

## Satisfactory Progress

CWS students must also maintain satisfactory academic progress. In the event a CWS student is placed on financial aid suspension, the student immediately becomes ineligible for CWS. Once the financial aid suspension has been lifted, the student may once again be considered for a CWS position.

*Satisfactory academic progress review is a process that occurs at the end of the term. Students must maintain standards for cumulative GPA, cumulative completion ratio (number of credits enrolled compared to number of credits completed), and overall number of credits compared to degree requirements. The employer will be immediately notified (either by phone or e-mail) when a CWS student has been suspended from financial aid. The CWS student must immediately stop working. The Financial Aid Office will notify the supervisor when the student is once again eligible to work.*

## Changes in Award

On occasion, a student's award for CWS may change. Typically, this occurs when a student's costs decrease due to additional income, or decrease due to a change in enrollment. This may occur as a result of a student: becoming eligible for additional educational resources (fee waiver, scholarships, WIA, Voc Rehab), requesting additional loan funds OR changing enrollment status (terms attending or number of credits)

Students will be notified by the Financial Aid Office when changes occur. Also, the Financial Aid Office may change from Federal Work Study to State Work Study. This change does not affect the student's overall eligibility, but simply designates the funding source.

*In the event a CWS student's award drastically decreases, the Financial Aid Office will notify the supervisor. Financial Aid Office will monitor students' work study award usage throughout the year and will notify supervisors when a student is getting low on remaining work study award.*

## ***Employer Eligibility***

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*Great Falls College MSU has a limited amount of work study funds. When an employer wants to create a new position, it must submit a Request for Position form and a written Position Description to the Financial Aid Office. Typically, these requests are reviewed only at the beginning of a new academic year.*

*Eligibility each year is determined independent of prior years. An employer is not guaranteed that it will receive the same number of positions awarded in prior years.*

*On occasion an employer will have need for a student with specific requirements (i.e., must be enrolled in a specific program) or for a designated time period. Contact the Financial Aid Office to see if a position can be created.*

# Employment Opportunities

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There are a variety of approved employers, both on and off campus. CWS students may apply for those positions available at approved employers. Students are responsible for applying for jobs they are interested in, and obtaining a job.

## Finding A Job

A list of all currently available positions is posted at [www.gfcmsu.edu](http://www.gfcmsu.edu). Click on the “Paying for College”, then select Work Study. The listing only includes positions that are currently vacant; the listings are updated regularly. CWS students should complete an Application for Student Employment form (also available on the website) and submit it directly to the contact person indicated for the job. A student may apply for more than one job.

The supervisor will contact the student to arrange for an interview. The supervisor may choose to interview only a portion of the applicants.

*Employers may require additional documentation from the applicant, including a resume or transcript. Supervisors may conduct a formal interview, or visit with students informally. The employer may decide to stop accepting applications at any time. The Financial Aid Office should be notified so the job will be removed from listing of open work study jobs.*

Once a student has been offered a job, the supervisor should inform the Financial Aid Office.

The Financial Aid Office will:

- Issue a Work Study Certification form to the position supervisor
- Help supervisor arrange for the student to meet with Human Resources and Payroll staff to complete payroll forms

If a student fails to obtain employment within the given time period after receiving the eligibility information and instructions, the CWS award may be cancelled. If students have mitigating reasons why they were unable to obtain employment within that period, they may request an extension.

## Rehires

A returning student may request a former CWS supervisor rehire them for a current academic year; the employer is not required to do so. Likewise, a CWS student is not required to return to a previous supervisor.

*The supervisor is not required to rehire any student. If the decision is made to rehire, the Financial Aid Office should be informed so the job posting may be removed. A new Certification Form will be required, so the student must contact the Financial Aid Office. New payroll forms may be required, depending on the length of absence.*

## **Job Changes**

In the event a CWS student finds it necessary to change work study positions due to scheduling issues or other concerns, the student should contact the Financial Aid office. The CWS student must give at least one weeks' notice prior to leaving a position.

*If you are unable to resolve a conflict with a student, direct student to the Financial Aid Office to begin the process of locating a new job.*

## **Work Study Certification Form**

The Financial Aid Office provides the supervisor a Work Study Certification form after the student has a job offer. The form indicates the amount of the work study award and the maximum number of hours available. The eligible time period is also indicated.

The Student and Supervisor complete the form and return it to the Financial Aid Office. After the form is completed by the Financial Aid office, both HR and Payroll will be provided a copy. A copy of completed Work Study Certification forms with all signatures is retained by the Financial Aid Office.

A new form is required each academic year, and when a CWS student changes jobs.

*Review the Certification Form closely with the student. Include at least two authorized signatures; this will ensure prompt processing of time sheets.*

## **Work Authorization**

A student must contact the Human Resources (HR) and Payroll Departments within three days of hire to complete necessary new hire and payroll forms. The student will be required to complete a tax withholding statement and verify their eligibility to work in the United States. The student must provide documentation of identity and employment eligibility. Most students present their social security cards and driver's license or state ID card; however, a variety of documents are acceptable.

*The CWS student should contact the Human Resources Office (406-268-3712) and Payroll Office (406-771-4308) to complete paperwork and payroll orientation. The Work Study Supervisor or Financial Aid Office can assist a student in making arrangements to meet with HR and Payroll if needed.*



# Payroll Policies & Procedures

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## Timesheets

CWS students should keep an accurate record of the time worked. Time is recorded to the nearest ¼ hour; 15 minutes = .25 hours, 30 minutes = .50 hours, 45 minutes = .75 hours. All CWS students are encouraged to record their hours daily on a time sheet, Hourly Time Record form, or calendar.

Students employed on campus will complete electronic timesheets thru [BannerWeb/My Info](#). The first timesheet will be paper, and will be provided to the student by the Payroll Department.

Student employed off campus will be required to complete paper timesheets. Timesheets are available at the Payroll Department the first few days of each time period. A separate time sheet is required for each time period. Time sheets must be legible and completed in ink.

The student must complete and submit the time sheet to supervisor no later than the last day of the pay period. The supervisor will verify the hours, and either (1) sign the form and submit it to the Payroll Department for off campus employers, or (2) review the form in [BannerWeb/MyInfo](#) and submit.

Any timesheet submitted after the due date will be delayed two weeks; it will be processed with the next payroll.

*Supervisors may require some documentation for students to verify hours each day. This may include simply initialing the calendar or using a Work Study Hourly Time Record.*

*When completing the paper Time Sheet, only the total number of hours worked each day should be listed, not the start and stop times. The supervisor should check the student's addition to make sure the total is correct. Electronic time sheets calculate the total automatically.*

*Only the supervisor's signature is required on the time sheet; no department signature is required. If the supervisor is not available on the due date or the following day to sign, arrangements should be made for another worker to submit the Time Sheet.*

*Time Sheets may be faxed to the Payroll Department at 406-771-4317.*

## Payroll

CWS students are paid bi-weekly, according to the Great Falls College payroll schedule. If students choose to be paid with a check, those are mailed on payday to the student mailing address on file. Direct deposit of pay is recommended. A form to elect direct deposit is provided when the student is hired. Thereafter, direct deposit can be elected from [BannerWeb/MyInfo](#). For more information, go to the Great Falls College MSU website, choose Faculty and Staff, choose *Forms*, go to category *Payroll*, and read *Payroll Direct Deposit FAQ*. For assistance, contact the Payroll Office.

All CWS students may view their pay stubs on [BannerWeb/MyInfo](#), by entering the secure area, logging in, and selecting Employee Services.

# Student Employment Policies

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## Wages

CWS students will earn the hourly wage established by the GFC MSU Executive Team in 2022, which is \$15 per hour.

CWS students are not eligible for overtime pay.

## Maximum Hours

CWS students may work a maximum of 20 hours per week when classes are in session. During break periods CWS students may work a maximum of 40 hours per week. However, the student's actual hours are dependent on the employer's needs, the student's academic schedule and the amount of the student's total CWS award. Students who work 20 hours per week will exhaust their eligibility before the end of the academic year.

*The maximum initial CWS award to students is \$7200, or approximately 480 hours total for Fall and Spring terms combined. Some students are not eligible for the full \$7200 award. The student may view the award offer in Banner Web/MyInfo. Supervisors must work within the needs of the position and the students work study award.*

## Work Periods

A student must be enrolled in a least six credits for the current term to be eligible for CWS employment. The work periods are as follows:

### Fall Semester

Start: Up to three weeks prior to the first day of the term (official start date is determined by Payroll and Financial Aid office)

End: Last day of Fall Term

### Spring Semester

Start: Monday after the end of Fall term Finals Week

End: Last day for Spring Term

### Summer Semester

Start: Monday after the end of Spring term Finals Week

End: Last day for Summer term

If a student is enrolled for six credits in both Fall and Spring semesters, they may work the entire break between sessions. If the student is enrolled for six credits in both Spring and Summer semesters, they may work the entire break between sessions. ***In no event may any student work after the last day of summer semester.***

The initial work study award does not include an amount for summer. In the event the CWS student will be attending summer sessions and enrolled in at least six credits, the Supervisor should contact the Financial Aid Office to request summer authorization.

*In order to work the break between semesters, the student must be registered for classes for the coming semester. The Financial Aid Office will review a student's registration records to verify continued enrollment.*

*Employers must notify the Financial Aid Office of their request for summer work study. Financial Aid Office will determine availability of summer work study funds and student's eligibility for summer work study.*

## **Work Schedule**

The student and their supervisor will mutually agree upon a schedule. The schedule is always subject to change, dependent upon the student's schedule and the employer's needs. Under no circumstances may a student work during scheduled class time.

If there is not adequate work to perform during a given time (i.e., breaks between sessions, etc.), the supervisor can adjust the schedule.

*Supervisors may find it helpful to have the CWS student post the agreed upon schedule. Closely monitor the available work during school breaks; it may be in the Employer's best interest to "save" the work hours for a time when school is in session.*

## **Benefits**

CWS students are not eligible for benefits. Students are not eligible for paid holidays and do not accrue sick leave or vacation benefits. CWS students are not eligible to participate in the employee insurance plan.

*CWS students do not receive paid holidays, or accrue sick leave or vacation benefits. They are not allowed to participate in the retirement system or receive insurance benefits. CWS students are not eligible for unemployment.*

## **Dress Code**

There is no formal dress code for CWS employees. Student workers are expected to dress appropriately for the job they are performing. A student's clothing must be clean and in good repair. A CWS student must exercise good personal hygiene habits. Individual employers may establish a dress code for their department based on safety concerns and work requirements. Students will be notified in advance of acceptable dress and appearance in their department.

Under no circumstance will a CWS student while on the job be allowed to wear provocative clothing, clothing bearing offensive language or advertising alcohol, cigarettes, illegal substances or events, or clothing that exposes their midriff.

*The supervisor should make clear the expectations for the CWS student. If a CWS student comes to work dressed inappropriately, it is within the supervisor's discretion to send the*

*student home to change. In addition to appearance, the supervisor should keep in mind safety concerns.*

## **Sexual Harassment**

Title VII of the Civil Rights Act of 1964 prohibits discrimination on the basis of gender. Sexual harassment is a form of gender-based discrimination. Great Falls College MSU prohibits and will not tolerate sexual harassment on its premises, within any of its programs, services or other college-sponsored activities, or by anyone acting as an agent of the college. Students and student workers are protected under this act.

Great Falls College MSU uses the definition of sexual harassment set forth by the U.S. Equal Employment Opportunity Commission which states:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.

Sexual harassment from consumers and members of the general public who come into contact with the college or its agents are covered by this policy as well.

A CWS student who believes they are experiencing sexual harassment should immediately contact the Human Resources Director.

*If a supervisor witnesses a CWS student being harassed or receives a complaint from a student about sexual harassment, the student should be advised to contact Mary Kay Bonilla at 771-5123. It is not the supervisor's role to determine the validity of any complaint.*

## **Injuries/Accidents**

CWS students who suffer an accident or injury while performing job duties must immediately report the injury or accident to their supervisor. Medical treatment required as a result of a work injury will be covered by Great Falls College MSU workers' compensation insurance. Failure to report an accident that later develops into a serious injury may result in difficulties in receiving applicable workers compensation coverage.

*If a supervisor witnesses an accident or injury, or if the student reports an injury to you, please immediately contact the Great Falls College Director of Operations at 771-4392 for the necessary paperwork. If a student is treated for an injury by a medical provider, do not allow the CWS student to return to work until the doctor issues a release.*

## Job Performance

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Although CWS is a financial aid program, it is a job and carries with it the same responsibilities of any job. Students are expected to conduct themselves professionally while on the job.

The supervisor will complete an Orientation Checklist with the student, clarifying expectations.

*The supervisor should review the Orientation Checklist with the student carefully. It is not necessary to complete the entire checklist at one time. Once complete, the supervisor should retain a copy for their records and provide the student with a signed copy.*

*The supervisor may include an addendum, listing items specific to the student's job.*

### Evaluations

Although not required, supervisors are encouraged to conduct performance evaluations on their CWS students. The Supervisor should review the written evaluation with the CWS student, and provide a copy of performance evaluation to the student. Employee evaluation form is available on the college's work study webpage.

(<https://finaid.gfcmu.edu/workstudy/documents/PerformanceEvaluation.pdf>)

*Supervisors should set aside a few minutes each semester to review the CWS student's performance. Ideally those would be done at the end of the semester. CWS students should actively participate in the discussion. The signed evaluation should be kept in the supervisor's file and a copy provided to the CWS student.*

### Disciplinary Action

If the supervisor finds a CWS student's performance unsatisfactory in some areas, the supervisor will address it with the student. The supervisor will offer training and other tools to help the student improve their performance.

In the event the CWS student's performance continues to be unacceptable, or when an incident warrants it, the CWS student's employment may be terminated.

*Supervisors should view discipline as guidance, not punishment. It is an opportunity to improve performance. The CWS student should actively participate in the discussion about training and tools required to improve performance; workers often know best where they failed and how to improve.*

*In most cases, incompetence, failure to report to work, and habitual tardiness can be remedied with a strong warning, without resorting to termination. In the event this situation arises please consider the following:*

#### Step One: Verbal Discussion

*CWS students may receive an initial, verbal warning from the immediate supervisor. The supervisor should keep a record of those conversations.*

Step Two: Written Warning

*CWS Students should receive a written warning outlining all infractions and possible ways to remedy the problem. Student positions are real jobs and, therefore, a written warning is professional and just.*

Step Three: Termination

*Supervisors may find it necessary to provide a letter to the CWS student when the concerns are severe or repeated and result in termination. The student should be asked to sign the letter, attesting they received the letter. The student's signature does not indicate the student agrees with the information in the letter.*

*Inform the Financial Aid Office when a student has been terminated. If the supervisor wants to re-advertise the position, indicate that to the Financial Aid Office.*

## Student's Responsibilities

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- Apply for a position from the list of jobs posted at [www.gfcmsu.edu](http://www.gfcmsu.edu).
- Once hired, complete and sign the Certification form with Supervisor and return to the Financial Aid Office. Complete all necessary paperwork with the Human Resources and Payroll offices no later than their 1<sup>st</sup> day of work.
- Complete the Orientation Checklist with the employing supervisor
- Treat your Work Study job as a real job. Perform work assignments in a serious and responsible manner. Dress appropriately, be dependable and prompt, and conduct yourself in a businesslike manner while on the job
- Establish a work schedule with the supervisor; adhere to the agreed upon schedule and follow the procedure for reporting absences or making changes to the schedule.
- Accurately record hours worked. Record time to the nearest ¼ hour.
- Submit your complete time sheet to the supervisor by the due date.  
For on-campus jobs - submit time sheet electronically through *BannerWeb/MyInfo*.  
For off-campus work study jobs paper time sheets are used - sign the time sheet and complete it in ink (changes must be initialed by the supervisor).
- Limit hours to no more than 20 hours when school is in session and 40 hours in any week school is not in session.
- Monitor hours and do not work beyond the amount of the CWS award.
- Inform the Financial Aid Office in the event enrollment drops below 6 credits.
- Refrain from using employer's equipment and resources for personal use.
- Adhere to the employer's confidentiality requirements.

## Supervisor's Responsibilities

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- Inform the Financial Aid Office of changes in the job posting.
- Once hired, notify the Financial Aid Office of the hire. Financial Aid Office will provide supervisor with a Work Study Certification form. Complete CWS certification with student and return to Financial Aid Office. Connect student with Human Resources and Payroll departments to complete new hire and payroll paperwork no later than 1<sup>st</sup> day of work.
- Complete the Orientation Checklist with the CWS student. Provide training for the student. Create an outline of duties to be performed. Explain your Confidentiality requirements.
- Treat the Work Study job as a real job. Expect students to Perform work assignments in a serious and responsible manner. Students must dress appropriately, be dependable and prompt and conduct themselves in a businesslike manner while on the job
- Establish a work schedule with the student. Be flexible with the CWS student.
- Verify the student's time sheet for accuracy. Hours should be recorded in the nearest ¼ hour.
- Review, sign, and submit worker's time sheet to the Payroll Office.  
*On campus supervisors* will review and approve electronic time sheets through *BannerWeb/MyInfo*.  
*Off campus supervisors* will review the paper time sheet, sign the student's time sheet in ink and submit to the Payroll Office promptly. Refrain from signing a blank time sheet; initial any changes made to the time sheet. Fax the time sheet to Payroll Office at 406-771-4317 (students are not allowed to deliver their own time sheet).
- Adhere to the payroll schedule established by Great Falls College MSU Payroll Office.
- Limit hours to no more than 20 hours when school is in session and 40 hours in any week school is not in session.
- Monitor hours and do not allow the student to work beyond the amount of the CWS award. Use hours wisely; have meaningful work for the students to perform.
- Inform the Financial Aid Office if you believe the student's enrollment has dropped below 6 credits.
- Oversee work assigned and regularly evaluate performance. Resolve work conflicts as soon as identified. Complete a written evaluation of the student's performance at least once each term.
- Address performance issues with the student as they occur; institute disciplinary action when necessary.
- Provide a safe working environment for the student. Direct the student to the Human Resources Director if the student reports experiencing sexual harassment while working.
- Be a good role model for the student.



**Addendum A**  
**Great Falls College - Montana State University**  
**Policy and Procedure Manual**

SUBJECT: 400 Human Resources Policy 401.2 Sexual Harassment

Reference: [EEOC Guidelines on Sexual Harassment](#); [Civil Rights Act of 1991](#)

Title VII of the Civil Rights Act of 1964 prohibits discrimination on the basis of gender, and sexual harassment is a form of gender-based discrimination. Great Falls College Montana State University prohibits and will not tolerate sexual harassment on its premises, within any of its programs, services or other College-sponsored activities, or by anyone acting as an agent of the College.

Great Falls College Montana State University uses the definition of sexual harassment set forth by the U.S. Equal Employment Opportunity Commission which states:  
Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.

The College extends these protections beyond its employees to include its students (in accordance with Title IX), other consumers, and members of the general public who come into contact with the College or its agents.

Anyone who believes that he or she has experienced sexual harassment should immediately contact the College's Human Resources Director to discuss options for resolving the issue. Individuals are generally encouraged to attempt to resolve the issue informally by discussing their concerns with the alleged harasser, his or her supervisor, or both. However, the College recognizes that sexual harassment is a sensitive and potentially volatile issue, and if it is not feasible for the harassed individual to follow this recommended procedure, the Human Resources Director should be contacted initially to begin an investigation. All complaints will be handled with discretion and information provided in the initial complaint and during the course of the investigation will remain as confidential as possible. The identity of both the complainant and the alleged harasser will be protected.

Employees and students who believe they have experienced sexual harassment are encouraged to report the incident(s) or action(s) as soon as possible after the alleged harassment has occurred. Early reporting is encouraged, because ability to investigate and act on such reports diminishes with time. Sexual harassment complaints must be received within 180 days of the alleged act(s), with the possibility of extending that deadline to 300 days with extenuating circumstances.

The Human Resources Director will generally begin with an informal investigation to determine the validity of the charge and seek satisfactory resolution. In extreme or potentially dangerous circumstances, the Human Resources Director will authorize an immediate formal investigation and may recommend that the alleged offender be suspended from duties with pay and/or barred from the premises pending the findings of the investigation.

The Human Resources Director will complete the investigation within fifteen (15) working days of the receipt of the complaint, unless circumstances beyond the control of the investigator prevent such timely completion. In that case, the Human Resources Director will request an extension of up to fifteen (15) working days to complete the investigation.

Upon completion of the investigation, the Human Resources Director will complete a Report of Findings and submit it to the Dean within ten (10) working days of the completion of the investigation. When circumstances prevent completion within that timeframe, the Human Resources Director may request an extension of up to ten (10) working days.

Any individual found to be guilty of violating the College's sexual harassment policy will be subject to discipline commensurate with the nature of the offense. Disciplinary action up to and including termination may be implemented.

Individuals who submit complaints and/or participate in the investigation process are protected from retaliation resulting from their participation. Anyone engaging in retaliatory behavior will be in violation of the College's sexual harassment policy, and therefore subject to appropriate disciplinary action as outlined above.

Great Falls College Montana State University is committed to providing and ensuring a safe, positive learning environment that is free from harassment.

#### **Observation of Harassment**

Employees who are not themselves victims of sexual harassment, but observe actions which they have interpreted to be harassment, should bring such actions to the attention of the Human Resources Director.

#### **Confidentiality**

Reports of sexual harassment, including the investigation, the outcome of an investigation and any action(s) taken relating to a specific employee(s) or student(s) are confidential. Dissemination of confidential information shall be limited to persons with a need to know during the course of and following an investigation.

#### **Violations of Policy**

Substantiated violations of this policy may result in disciplinary action that complies with the discipline policy of the College. If the initial violation is sufficiently severe or if lesser violations are repeated, appropriate discipline may include discharge.

If disciplinary action results from a report of sexual harassment, the respondent may file a complaint under the College's complaint policy or through a grievance procedure available through collective bargaining agreements or statute.

Great Falls College MSU is committed to a policy of non-discrimination on the basis of race, color, religion, sex, age, sexual orientation, marital status, national origin, disability or status as a disabled or Vietnam Era veteran, in admissions, educational programs, or activities and employment, all as required by applicable laws and regulations.

The Financial Aid Office may not award financial assistance in the form of loans, grants, scholarships, special funds, subsidies compensation for work, or prizes to vocational education students on the basis of race, color, national origin, sex, or handicap, except to overcome the effects of the past discrimination.

The Financial Aid Office may administer sex restricted financial assistance where the assistance and restriction are established by will, trust, bequest, or any similar legal instrument, if the overall effect of all financial assistance awarded does not discriminate in the basis of sex. Materials and information used to notify students of opportunities for financial assistance may not contain language or examples that would lead applicants to believe the assistance is provided on a discriminatory basis. If the Financial Aid Office's service area contains a community of national origin minority persons with limited English language skills, such information must be disseminated to that community in its language.