

Joint Rule 10-85, As Introduced in Senate Joint Resolution No. 1  
Proposed Amendment  
Legislative Council  
December 28, 2018

**10-85. Discrimination, harassment, and retaliation prohibited -- adoption of policy.** (1) Legislators, legislative employees, and all participants in the legislative process have the right to work free of discrimination, harassment, and retaliation on account of ~~race, creed, color, sex, sexual orientation, age, pregnancy, disability, genetic information, gender identity or expression, marital status, military service, veteran status, citizenship, culture, social origin or condition, or religious ideas~~ any characteristic protected by law when performing services in furtherance of legislative responsibilities, whether the offender is an employer, employee, legislator, lobbyist, or member of the public or media.

(2) The policy of the Montana Legislature prohibiting discrimination, harassment, and retaliation, as adopted by the Legislative Council, must be shared with members and staff during orientation and training and published separately as an appendix to the Joint Rules.