

● **CONSTITUTION OF THE STATE OF MONTANA (*INDIVIDUAL DIGNITY*)**

STATUTORY CITATION: Mont. Const. Art. II, § 4

GENERAL SUMMARY: The state constitution prohibits public and private discrimination on the basis of race, color, sex, culture, social origin or condition, or political or religious ideas. The constitutional ban on discrimination on these grounds would include discriminatory acts against employees by their employers.

PROVISIONS APPLICABLE TO AGRICULTURE: This provision applies to all persons in Montana, regardless of occupational classification or employment status.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *None.*

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*

PRIVATE CIVIL ACTION — Workers who believe they have been discriminated against because of their culture, political ideas, or social origin or condition, may wish to consult with a private attorney or public legal services program about the possibility of legal action under this provision.