

Changes in blue were approved by the Policy Committee at its 8/25/20 public work session.

File: AC

NONDISCRIMINATION STATEMENT

I. Purpose

The purpose of Policy AC is to set forth the Board of Education's intent to provide an environment free from discrimination and to ensure compliance with all relevant federal, state, and local laws.

II. Background

The Board of Education is committed to creating equal employment and educational opportunities for all persons by providing an environment that supports optimal academic achievement and productive work and is free from any form of unlawful discrimination, including access to school facilities, educational programs, and extracurricular activities.

III. Definitions

Within the context of this policy, the following definition applies:

Discrimination: Any act or omission due to an individual's status or perceived status in a protected class that creates an intimidating, hostile, or offensive working environment or educational environment, or substantially interferes with an individual's ability to work, learn, or access programs while on Board of Education property or at a school activity or event.

IV. Policy Statement/Procedures

1. The Board of Education of ~~Washington County~~ does not discriminate on the basis of race, color, sex, age, ~~ancestry~~/national origin, religion, disability, ~~gender identity/expression, marital status,~~ or sexual orientation in matters affecting employment or in providing access to programs to Washington County Public Schools (WCPS) ~~System~~ students.
2. An employee who feels he or she is being discriminated against based on one of the protected classes listed in paragraph 1 above, with the exception of discrimination based on sex, should inform his or her supervisor in writing. If an employee feels he or she is being discriminated against based on sex, including sexual harassment, the employee shall follow the reporting procedure set forth in paragraph 4 below. If an individual feels that the discussion of the subject with the supervisor would be inappropriate, he or she should document the incident and discuss it with the ~~Executive~~ Director of Human Resources.
3. A student who feels he or she is being discriminated against based on one of the protected classes listed in paragraph 1 above, with the exception of discrimination based on sex, should inform his or her principal. If a student feels he or she is being discriminated against based on sex, including sexual harassment, the student shall follow the reporting procedure set forth in paragraph 4 below. The student is encouraged to place his or her complaint in writing. If a student feels that the discussion of the subject with the principal would be inappropriate, he or she should contact an assistant principal or guidance counselor. A parent or legal guardian may submit a complaint on behalf of a minor student.

4. Any person may report sex discrimination, including sexual harassment, in person, by mail, by telephone, or by electronic mail using the contact information listed below to the WCPS Title IX Coordinator:

Director of Human Resources
Center for Education Services
10435 Downsville Pike
Hagerstown, Maryland 21740
301-766-8784
HRDirector@wcps.k12.md.us

5. Any questions regarding the application of Title IX (sex discrimination and sexual harassment) may be submitted to the Title IX Coordinator noted in paragraph 4 above.

Legal Resources: Annotated Code of Maryland, State Government Article, Section 20-602
Titles VII and IX of the Civil Rights Act of 1964, 1991
Age Discrimination in Employment Act of 1967, as amended
Title I of the Americans with Disabilities Act of 1990, as amended

See also: Policy GBAA – “Sexual Harassment – School System Employees”
Administrative Regulation GBAA – “Sexual Harassment –Guidelines and
Procedures – School System Employees”
Policy JFH – “Policy Prohibiting Bullying, Harassment, or Intimidation”
Administrative Regulation JFH – “Administrative Regulation Prohibiting Bullying,
Harassment, or Intimidation”

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Board of Education of Washington County