

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 does not discriminate on the basis of age, ancestry/national origin, color, disability, ethnicity, gender identity/expression, marital status, race, religion, sex, or sexual orientation, or socio-economic status in matters affecting employment or in providing access to programs and services to Washington County Public Schools (WCPS) current or prospective students or parent or legal guardians.
2. An employee who feels ~~he or she is~~ that they are 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~~ their supervisor in writing. If an employee feels ~~he or she is~~ they are 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 employee feels that the discussion of the subject with the supervisor would be inappropriate, ~~he or she~~ the employee 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~~ their principal. If a student feels ~~he or she is~~ that they are 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~~ their complaint in writing. If a student feels that the discussion of the subject with the principal would be inappropriate, ~~he or she~~ the student 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:

For Students: [Coordinator of Student Services & Transition](#)
[Center for Educational Services](#)
[10435 Downsville Pike](#)
[Hagerstown, Maryland 21740](#)
[301-766-2987](#)
jackswil@wcps.k12.md.us

For Staff: [Executive 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 [appropriate](#) Title IX Coordinator noted in paragraph 4 above.
6. [The Board of Education prohibits taking any retaliatory action, such as disciplining or invoking a penalty, against a student or parent or legal guardian of a student or employee who files a complaint alleging that the school discriminated against the student, parent of legal guardian of the student, or employee, regardless of the outcome of the complaint.](#)

Legal Resources: [Annotated Code of Maryland, Education Article, Section 4-106 and Section 26, Subtitle 7](#)
[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”](#)

Policy Adopted: February 6, 1989. Amended: January 1992. Amended: August 19, 2003. Amended: January 5, 2010. Amended: September 15, 2020. [Updated:](#)
Board of Education of Washington County