

POLICY

BOARD OF EDUCATION OF MONTGOMERY COUNTY

Related Entries: ACA, ACD, ACE, ACF, ACF-RA, ACG, GBH, GMA

Responsible Office: Human Relations

Nondiscrimination

A. PURPOSE

To affirm the Board of Education's commitment to maintaining an environment where all students and staff members conduct themselves in a manner built on mutual respect

To affirm the Board of Education's position that it regards all acts of hate/violence and illegal discrimination to be unacceptable and intolerable and in particular those based on race, color, national origin, religion, gender, age, marital status, socio-economic status, sexual orientation, physical characteristics, or disability

B. ISSUE

The Board of Education has expressed its commitment to nondiscrimination in policies such as Human Relations and the policies regarding individuals with disabilities. The Board of Education policy on nondiscrimination reflects the intent of MCPS to fully and lawfully comply with all federal, state, and local nondiscrimination laws. The Board of Education regards discriminatory behavior, including acts of hate/violence, as not acceptable. The Board of Education regards such behavior as grave threats to the ability of the public schools to discharge their responsibilities to all children. The Board of Education believes that a positive learning and working environment should exist for all students and staff in every school and unit.

C. POSITION

The Board of Education is committed to ensuring that:

1. Public education is provided in an atmosphere where differences are understood and appreciated, and where all persons are treated fairly and with respect in an environment free of discrimination and threats of violence or abuse

2. Acts of hate/violence, including but not limited to verbal abuse, slurs, threats, physical violence or conduct, vandalism or destruction of property, directed against persons because of their race, religion, national origin, ethnic background, sexual orientation, or disability will not be tolerated
3. All staff members are aware of this policy and are accountable for its implementation
4. School system staff work together and with students, parents, and community members to ensure that each school and unit is free of illegal discrimination and acts of hate/violence
5. Parents are encouraged to ensure that their children behave in school in a way that is consistent with the intentions expressed in this policy

D. DESIRED OUTCOME

MCPS schools and units will be free of incidents involving disrespectful behavior, prejudicial action, hate/violence, and/or illegal discrimination, in particular those based on race, color, national origin, religion, gender, age, marital status, socio-economic status, sexual orientation, physical characteristics, or disability.

E. IMPLEMENTATION STRATEGIES

1. The superintendent will assign responsibility for monitoring and assuring MCPS compliance with federal, state, and local nondiscrimination statutes to the Department of Human Relations.
2. Strategies will be used to prevent acts of hate/violence and procedures will be followed to resolve, monitor, and analyze incidents of hate/violence.
3. MCPS will continue to provide training opportunities and educational experiences for students and staff to ensure implementation of this policy.
4. MCPS will work cooperatively with the County Executive, the County Council, local law enforcement agencies, other county officials, community groups, and business organizations to improve the climate in the county, and reduce the incidence of hate/violence.
5. All existing policies and regulations will be examined periodically and new policies and regulations developed as needed to assure that, in accordance with federal, state, and local laws, MCPS does not discriminate.

F. REVIEW AND REPORTING

1. The superintendent will continue to keep the public and the Board apprised of nondiscrimination and hate/violence issues through regular reports to the Board, such as the Equal Employment Opportunity (EEO) report, and separate annual public reports on the implementation of this policy.
2. This policy will be reviewed on an on-going basis in accordance with the Board of Education's review process.

Policy History: Adopted by Resolution No. 392-79, April 3, 1979; amended by Resolution 908-83, November 8, 1983; amended by Resolution No. 323-96, May 14, 1996.

Note: This policy includes concepts from Policy ACC, Resolution on Nondiscrimination (Hate and Violence), adopted by Resolution No. 514-81, July 14, 1981; rescinded by Resolution No. 323-96, May 14, 1996.