



Revised Organizational Culture of Respect

The Board of Education, the superintendent, the executive staff, and the organizations representing our diverse workforce affirm our commitment to fostering an inclusive, equitable, and respectful educational community. We recognize every individual's role in contributing to a culture that not only sets high standards for staff and students alike but also actively promotes anti-racism, equity, and inclusion at every level of our organization. We provide every student with a high-quality education by working together through continuous improvement, effective communication, and meaningful involvement in decision-making. We are committed to a shared responsibility and a collaborative partnership integrated into an organizational culture of respect.

A Compact of Mutual Respect and Inclusion

Between: Montgomery County Educational Association (MCEA), Montgomery County Association of Administrators and Principals/Montgomery County Business and Operations Administrators (MCAAP/MCBOA), Service Employees International Union (SEIU) Local 500, and the Board of Education with the Superintendent of Schools.

Renewed and Ongoing Commitment to Respect

We are dedicated to nurturing an organizational culture of respect, inclusivity, and continuous improvement. This culture is grounded in the belief that our strength lies in our diversity, encompassing all identities, backgrounds, and perspectives. A respectful work environment among staff, models respectful and inclusive classrooms for our students. Our commitment is to:

- Build trust through transparency and mutual respect.
- Implement collaborative and interest-based processes that include and uplift every voice.
- Value collective bargaining and collaboration as a pathway to enhance our inclusive culture and positive working conditions.
- Acknowledge every employee's unique contributions fosters a high-quality work environment with expectations that are equitable, clear, and attainable.
- Ensure an environment where open, honest contributions are welcomed without fear of retribution or retaliation.
- Promote effective communication and respect for diverse viewpoints.
- Encourage civility and collective team efforts in all interactions.
- Commit to anti-racism and actively challenging discriminatory practices.

Supports and Structures for a Culture of Respect and Equity

There is a commitment to fostering and sustaining a culture of respect through systemic support and structures. To be effective, these supports and structures should be systematically embedded throughout the system, visible and accessible to everyone, and seen as fair and equitable. To ensure this culture is promoted throughout the school system, time is needed for collaboration, training, and professional development. Prioritizing resources is necessary to accomplish this commitment. To effectively embed this culture across our system, we are implementing supports and structures that are visible, accessible, and equitable for all. These include:

- Policies that promote a positive, inclusive work environment and supportive human relations.
- Professional growth systems that offer comprehensive development, mentorship, and recognition to support every employee's performance and career path.
- Collaborative processes and training aimed at fostering equity, inclusion, and acceptance of others.
- Continuous improvement processes and communication channels that ensure everyone's voice is heard.
- Communication processes, including satisfaction and climate surveys, labor/management collaboration committees, focus groups, budget forums, and various feedback reports
- A dispute resolution framework that emphasizes respect, acceptance, and fairness.

Behavior that Models Respect

In an organizational culture of respect, individuals are aware of and understand the impact of their behavior and decisions on others. We expect that the actions and behaviors of all individuals and groups are consistent with and reflect this organizational culture. The actions listed below represent expected behaviors:

- Modeling civility and embracing collaborative approaches.
- Practicing active listening and encouraging innovative thinking.
- Respecting diverse opinions, experiences, and perspectives
- Striving for problem-solving over blame.
- Communicating openly, with respect for all perspectives.
- Using position, power, and privilege to foster a positive, inclusive environment.
- Actively participating in and contributing to a supportive team dynamic.
- Engaging in providing and receiving constructive feedback and respectful dialogue.

Accountability for Respect

To uphold our commitment to an inclusive, equitable, anti-racist culture, we will establish a transparent process for reporting violations of this compact. This includes clear channels for reporting issues, a commitment to timely and fair resolution, and multiple accountability measures, including climate survey and retention data, to ensure continuous improvement.

Together, we are committed to creating a respectful, inclusive, and equitable educational community that supports the success of every employee and student and actively challenges inequities and discrimination. This compact is a living document and is open to continuous refinement as we learn and grow together in our journey towards a truly inclusive culture that promotes a positive work environment ensuring the success of each employee, high student achievement, and continuous improvement in a self-renewing organization.

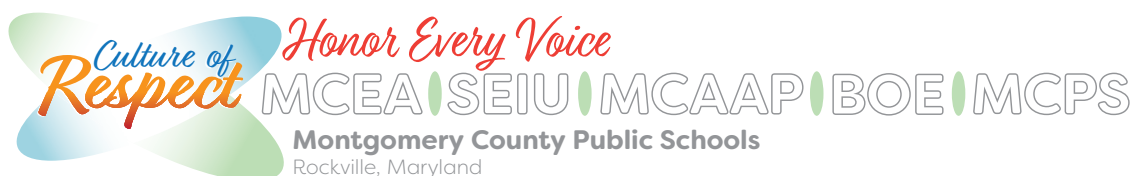
Montgomery County Education Association

Montgomery County Association of
Administrators and Principals

Service Employees International Union Local 500

Montgomery County Board of Education

Superintendent of Schools



MCPs NONDISCRIMINATION STATEMENT

Montgomery County Public Schools (MCPS) prohibits illegal discrimination based on race, ethnicity, color, ancestry, national origin, nationality, religion, immigration status, sex, gender, gender identity, gender expression, sexual orientation, family structure/parental status, marital status, age, ability (cognitive, social/emotional, and physical), poverty and socioeconomic status, language, or other legally or constitutionally protected attributes or affiliations. Discrimination undermines our community’s long-standing efforts to create, foster, and promote equity, inclusion, and acceptance for all. The Board prohibits the use of language and/or the display of images and symbols that promote hate and can be reasonably expected to cause substantial disruption to school or district operations or activities. For more information, please review Montgomery County Board of Education Policy ACA, *Nondiscrimination, Equity, and Cultural Proficiency*. This Policy affirms the Board’s belief that each and every student matters, and in particular, that educational outcomes should never be predictable by any individual’s actual or perceived personal characteristics. The Policy also recognizes that equity requires proactive steps to identify and redress implicit biases, practices that have an unjustified disparate impact, and structural and institutional barriers that impede equality of educational or employment opportunities. MCPS also provides equal access to the Boy/Girl Scouts and other designated youth groups.*

It is the policy of the state of Maryland that all public and publicly funded schools and school programs operate in compliance with:

- (1) Title VI of the federal Civil Rights Act of 1964; and
- (2) Title 26, Subtitle 7 of the Education Article of the Maryland Code, which states that public and publicly funded schools and programs may not
 - (a) discriminate against a current student, a prospective student, or the parent or guardian of a current or prospective student on the basis of race, ethnicity, color, religion, sex, age, national origin, marital status, sexual orientation, gender identity, or disability;
 - (b) refuse enrollment of a prospective student, expel a current student, or withhold privileges from a current student, a prospective student, or the parent or guardian of a current or prospective student because of an individual’s race, ethnicity, color, religion, sex, age, national origin, marital status, sexual orientation, gender identity, or disability; or
 - (c) discipline, invoke a penalty against, or take any other retaliatory action against a student or parent or guardian of a student who files a complaint alleging that the program or school discriminated against the student, regardless of the outcome of the complaint.**

Please note that contact information and federal, state, or local content requirements may change between editions of this document and shall supersede the statements and references contained in this version. Please see the online version for the most up-to-date information at www.montgomeryschoolsmd.org/info/nondiscrimination.

For inquiries or complaints about discrimination against MCPS students***	For inquiries or complaints about discrimination against MCPS staff***
Director of Student Welfare and Compliance Office of District Operations Student Welfare and Compliance 15 West Gude Drive, Suite 200, Rockville, MD 20850 240-740-3215 SWC@mcpsmd.org	Human Resource Compliance Officer Office of Human Resources and Development Department of Compliance and Investigations 45 West Gude Drive, Suite 2500, Rockville, MD 20850 240-740-2888 DCI@mcpsmd.org
For student requests for accommodations under Section 504 of the Rehabilitation Act of 1973	For staff requests for accommodations under the Americans with Disabilities Act
Section 504 Coordinator Office of School Support and Improvement Well-Being and Student Services 850 Hungerford Drive, Room 257, Rockville, MD 20850 240-740-3109 504@mcpsmd.org	ADA Compliance Coordinator Office of Human Resources and Development Department of Compliance and Investigations 45 West Gude Drive, Suite 2500, Rockville, MD 20850 240-740-2888 DCI@mcpsmd.org
For inquiries or complaints about sex discrimination under Title IX, including sexual harassment, against students or staff***	
Title IX Coordinator Office of District Operations Student Welfare and Compliance 15 West Gude Drive, Suite 200, Rockville, MD 20850 240-740-3215 TitleIX@mcpsmd.org	

*This notification complies with the federal Elementary and Secondary Education Act, as amended.

**This notification complies with the Code of Maryland Regulations Section 13A.01.07.

***Discrimination complaints may be filed with other agencies, such as the following: U.S. Equal Employment Opportunity Commission (EEOC), Baltimore Field Office, GH Fallon Federal Building, 31 Hopkins Plaza, Suite 1432, Baltimore, MD 21201, 1-800-669-4000, 1-800-669-6820 (TTY); Maryland Commission on Civil Rights (MCCR), William Donald Schaefer Tower, 6 Saint Paul Street, Suite 900, Baltimore, MD 21202, 410-767-8600, 1-800-637-6247, mCCR@maryland.gov; Agency Equity Officer, Office of Equity Assurance and Compliance, Office of the Deputy State Superintendent of Operations, Maryland State Department of Education, 200 West Baltimore Street, Baltimore, MD 21201-2595, oeac.msde@maryland.gov; or U.S. Department of Education, Office for Civil Rights (OCR), The Wanamaker Building, 100 Penn Square East, Suite 515, Philadelphia, PA 19107, 1-800-421-3481, 1-800-877-8339 (TDD), OCR@ed.gov, or www2.ed.gov/about/offices/list/ocr/complaintintro.html.

This document is available, upon request, in languages other than English and in an alternate format under the Americans with Disabilities Act, by contacting the MCPS Office of Communications at 240-740-2837, 1-800-735-2258 (Maryland Relay), or PIO@mcpsmd.org. Individuals who need sign language interpretation or cued speech transliteration may contact the MCPS Office of Interpreting Services at 240-740-1800, 301-637-2958 (VP) mcpsinterpretingservices@mcpsmd.org, or MCPSInterpretingServices@mcpsmd.org.