

<b>POLICY</b>	<b>BOARD OF EDUCATION OF FREDERICK COUNTY, MARYLAND</b>
<b>DISCRIMINATION UNLAWFUL</b>	<b>SECTION 309</b>
	<b>Adopted:</b> <b>10/26/05</b> <b>Amended:</b> <b>10/8/10</b>

### **309 Discrimination Unlawful**

The board is committed to providing all students and staff with a safe and supportive environment. Members of the school community are expected to treat each other with mutual respect and to accept the rich diversity that makes up the community. Disrespect among members of the school community is unacceptable behavior that threatens to disrupt the learning environment and decrease self-esteem.

Except where the employment of a certain gender may be reasonably necessary as a bonafide occupational qualification, the board prohibits discrimination based on race, religion, color, national origin, age, disability, sexual orientation, or gender and is committed to maintaining an environment that is free from such conduct on and off school premises including sporting events and other extra-curricular activities under the auspices of the Board of Education of Frederick County.

The following persons have been designated to respond to inquiries regarding nondiscrimination policies and procedures for reporting:

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| <ul style="list-style-type: none"> <li>• Executive Director of Legal Services/<br/>Title IX Coordinator<br/>Frederick County Public Schools<br/>191 South East Street<br/>Frederick, MD 21701<br/>301-696-6851</li> </ul> | OR | <ul style="list-style-type: none"> <li>• Executive Director of Human Resources<br/>Frederick County Public Schools<br/>191 South East Street<br/>Frederick, MD 21701<br/>301-644-5097</li> </ul> |
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