

POLICY	BOARD OF EDUCATION OF FREDERICK COUNTY, MARYLAND
DISCRIMINATION UNLAWFUL	POLICY 309

Purpose

To provide all employees with a work environment that is free from discrimination and harassment based on a person’s membership in a protected class.

Policy Statement

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 bona fide occupational qualification, the Board prohibits discrimination based on race, religion, color, national origin, age, marital status, disability, sexual orientation, gender identity or sex and is committed to maintaining an environment that is free from such conduct on and off school premises, including sporting events and other extracurricular activities under the auspices of the Board of Education of Frederick County.

The following person has been designated to respond to inquiries regarding nondiscrimination policies and procedures for reporting:

Executive Director of Human Resources
 Frederick County Public Schools
 191 South East Street
 Frederick, MD 21701
 301-644-5097

Legal Reference	Annotated Code of Maryland	State Government	§ 20-602
	The Civil Rights Act of 1991	Title 42, United States Code, Chapter 21	§ 2000e-2
	Age Discrimination in Employment Act of 1967, as amended (ADEA)	Title 29, United States Code, Chapter 14	§ 631
	Title I of the Americans with Disabilities Act of 1990, as amended (ADA)	Title 42, United States Code, Chapter 126	§ 12112
Policy History	Reviewed 2015	Adopted 10/26/05	Revised 8/26/15