

# POLICY

## Queen Anne's County Public Schools

POLICY TITLE: <b>Non-Discrimination</b>	
ADOPTION/EFFECTIVE DATE: <b>May 1, 2013</b> <b>Revised: 2016</b>	<b>1<sup>st</sup> Reading</b>
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: <b>Foundations and Basic Commitment</b>  Amendment:	

### A. Purpose

To establish that the Queen Anne's County Board of Education, in accordance with federal and state laws, does not discriminate against any person in its educational programs or employment practices.

### B. Policy Statement

The Board is committed to promoting the worth and dignity of all individuals. The Board will not tolerate nor condone any act of bias, discrimination, insensitivity, or disrespect toward any person on the basis of race, color, gender, sexual orientation, gender identity, age, national origin, religion, socio-economic status, **or disabling or genetic information** condition.

### C. Rationale

It is the intent of this policy to assure nondiscrimination with respect to enrollment in courses and program offerings, participation in school-sponsored activities, hiring, promotion, compensation, job classification, assignment, and all other functions and activities of the school system affecting either its student population or its employees.

### D. Definitions

None

### E. Implementation

The Superintendent is authorized to develop regulations and procedures to implement this policy.

## **F. Evaluation:**

The Superintendent will provide the Board of Education a review of this policy in 2017 2018 **2019-2020** school year. The focus of this review will be the effectiveness of the elements of this policy in assisting the Board in fulfilling its mission.

## **G. Legal Reference**

Title VII of the Civil Rights Act

The Pregnancy Discrimination Act

The Equal Pay Act of 1963 (EPA)

The Age Discrimination in Employment Act of 1967 (ADEA)

Title I of the Americans with Disabilities Act of 1990 (ADA)

The Civil Rights Act of 1991

Rehabilitation Act of 1973

The Genetic Information Act of 2008 (GINA)

Labor and Employment Article of the Annotated Code of Maryland