	FOUNDATIONS AND BASIC COMMITMENTS Non-Discrimination	Policy #	AC
		Implemented	8/18/1965
		Reviewed/Updated	4/11/1979 10/13/1999 15/8/2002 11/9/2016 06/12/2019
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	Director of Human Resources	Expiration/Review	Reviewed annually

Policy

1. Purpose

The purpose of this policy is to ensure students and employees have learning and work environments that are free from unlawful discrimination.

2. Statement

The Board of Education of Carroll County does not engage in discrimination that is unlawful or contrary to Maryland State Department of Education guidance on the basis of age, color, genetic information, marital status, mental or physical disability, ancestry or national origin, race, religion, sex, sexual orientation, gender identity, or gender expression.

The Board of Education of Carroll County is firmly committed to creating equal employment and educational opportunities for all persons by providing an environment that supports optimal academic achievement and productive work and is free from any form of unlawful discrimination, including access to school facilities, educational programs, and extracurricular activities.

3. Exceptions


There will be no exceptions to this policy.

4. Guidelines

The Superintendent shall ensure administrative regulations maintain strict compliance with all federal and state laws and regulations, which prohibit discrimination. The Director of Student Services and the Director of Human Resources will ensure, through various administrative regulations, the Board's commitment to non-discrimination. The Superintendent shall direct staff to implement and maintain guidelines to ensure proper communication of the Board of Education's commitment to non-discrimination and to serve as procedures for the proper implementation of this policy and administrative regulations.

5. Reports

The Department of Human Resources will report, annually, on employment practices and trends to the Superintendent and Board of Education.

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6. Delegation of Authority

The Director of Student Services and the Director of Human Resources will work jointly to implement the basic policy and enforce administrative regulations and procedures.

7. References

Title VI and VII of the US Civil Rights Act; Titles I and II of the Americans With Disabilities Act; Section 504 of the Rehabilitation Act of 1973; Title IX of the Education Amendments of 1972; Education Article, *Annotated Code of Maryland*; State Government Article *Annotated Code Of Maryland*; other federal and state anti-discrimination laws.

8. Definitions

None