

Calvert County Public Schools  
1305 Dares Beach Road  
Prince Frederick, MD 20678

**Policy #1118 (Administration) of the Board of Education  
Regarding Discrimination in Calvert County Public Schools**

I. Purpose

- A. To recognize the worth and dignity of all individuals
- B. To ensure that Calvert County Public Schools (CCPS) has employment practices and a work environment free from discrimination where all individuals are treated equally, with dignity and respect
- C. To ensure that all CCPS students have access to a Free and Appropriate Public Education in schools where all individuals are treated equally, with dignity and respect
- D. To ensure that all individuals, including students, school personnel, parents, and visitors have appropriate access to facilities, programs, and activities
- E. To eliminate discrimination by using proactive and responsive actions

II. Definitions

- A. Civil rights – the right to be treated the same regardless of membership in a certain group or class. Examples of civil rights are freedom of speech, press, and assembly; the right to vote; freedom from involuntary servitude; and the right to equality in public places. Civil rights are enforceable by law.
- B. Complaint – an oral or written allegation against a party which is made to an employee of Calvert County Public Schools
- C. Disability – a physical or mental impairment that substantially limits a major life activity
- D. Discrimination - unfair and unequal treatment; prejudice; inequity; intolerance of an individual (or group) based on certain legally protected characteristics and/or membership in a particular group or class; and/or harassment
- E. Group or class – race, color, religion, sex, age, ancestry or national origin, familial status, marital status, physical or mental disability, sexual orientation, or genetic information
- F. Major Life Activity – functions that include caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working. Other examples of major life activities include sitting, standing, lifting, mental and emotional processes.
- G. Parent – For the purpose of this policy, parent means: a biological or adoptive parent; a guardian; a person acting as a parent of a student, including a grandparent, stepparent, any other relative with whom the child lives, a foster parent, or an individual who is legally responsible for the child’s welfare.
- H. School personnel – includes Board of Education members, CCPS employees, agents, volunteers, contractors, or persons subject to the supervision and control of the Calvert County Board of Education and CCPS

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- I. Visitor – a person (not a student of the school involved, a volunteer, or an employee of CCPS) who has legitimate school business to transact, such as a conference with a staff member, and whose conduct is not disruptive or disturbing to the normal operation of the school. Visitors may include, but are not limited to, parents, community members, and agency representatives.

III. Policy Statement

- A. The Calvert County Board of Education is committed to providing an education and work environment that is free from all forms of discrimination. The civil rights of all individuals will be protected in educational programs, co-curricular and extracurricular programming, the workplace, and access to school facilities. The Board of Education is also committed to providing access, as appropriate, to facilities, programs, and/or activities.
- B. The Board of Education does not discriminate on the basis of race, color, religion, sex, age, ancestry or national origin, familial status, marital status, physical or mental disability, sexual orientation, gender identity and expression, or genetic information in its programs and activities and provides equal access to the Boy Scouts and other designated youth programs.
- C. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Director of Student Services  
1305 Dares Beach Road  
Prince Frederick, MD 20678  
443-550-8000

Director of Human Resources  
1305 Dares Beach Road  
Prince Frederick, MD 20678  
443-550-8000

- D. For further information on notice of non-discrimination, visit <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the office that serves your area, or call 1-800-421-3481.
- E. All complaints will be investigated promptly. Students and school personnel may be subject to disciplinary action or consequences for discriminatory behaviors.

IV. Delegation of Authority

- A. The Superintendent is directed to develop administrative procedures to implement this policy in accordance with all local policies and local, state and federal laws and regulations and to communicate this policy and accompanying procedures to all relevant parties.

V. Exceptions

- A. There are no exceptions to this policy. However, the Board, by majority vote, may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent local, state and federal laws and regulations or the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education.

VI. Review

- A. This policy will be reviewed at the end of four years, or sooner, if approved by majority vote of the Board of Education in public session.

VII. Effective Date

- A. This policy is effective August 13, 2020.

Citations

State Law: Fitness and Athletics Equity for Students with Disabilities Act  
Article 49B Section 16 of the Annotated Code of Maryland  
§ 6-104 of the Education Article of the Annotated Code of Maryland

State Reg.:

Federal Law: Title VI of the Civil Rights Act of 1964  
Title VII of the Civil Rights Act of 1964-42 U.S.C. § 2000  
Title IX of the Education Amendments of 1972-2- U.S.C. § 1681 – 1688  
Americans with Disabilities Act of 1990, 42 U.S.C. §12101  
Equal Pay Act of 1963, as amended, 29 USC 206(d)  
Age Discrimination of Employment Act of 1967, 20USC 634  
Equal Protection Clause of the 14th Amendment  
Section 504 of the Rehabilitation Act of 1973, 34 CFR 104  
Family and Medical Leave Act – 29 USC §260J  
Equal Employment Opportunity Act

Adm. Reg.:

Neg. Agr.:

Other Citation:

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