

St. Mary's County Public Schools (SMCPS) is committed to conducting a prompt investigation for any allegation of discrimination or harassment. If harassment has occurred, the offense will be addressed in accordance with SMCPS policy.



Students, parents/legal guardians, and community members may report allegations of discrimination or harassment to:

Ms. Rhonda Harris Hunt
Supervisor of School Counseling
23160 Moakley Street, Suite 104
Leonardtown, Md. 20650
301-475-5511, ext. 32150

Employees may report allegations of discrimination or harassment to:

Mr. Dale Farrell
Director of Human Resources
23160 Moakley Street, Suite 106
Leonardtown, Md. 20650
301-475-5511, ext. 32194

For further information on notice of non-discrimination, call the **Office of Civil Rights Complaint Assessment System** for the office that serves your area 1-800-421-3481.

The St. Mary's County Public School System does not discriminate on the basis of race, color, gender, age, national origin, marital status, sexual orientation, religion, or disability in matters affecting employment or in providing access to programs. Inquiries related to this policy may be addressed to the Assistant Superintendent of Fiscal Services and Human Resources, St. Mary's County Public Schools, 23160 Moakley Street, Suite 107, Leonardtown, Maryland 20650.



Title IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

Title IX of the Education
Amendments of 1972
(20 U.S.C. § 1681)

Title IX: Know Your Rights

What is Title IX?

Title IX is a federal law passed in 1972 that prohibits sex-based discrimination in all activities and programs of educational institutions receiving federal funds which includes St. Mary's County Public Schools. Prohibited sex-based discrimination includes discrimination, pregnancy, and sexual harassment, including sexual assault.

Three things to know about Title IX

1. Requires males and females be given equal opportunities in career and technical education programs as well as athletic and interscholastic activities.
2. Requires pregnant and parenting students have equal access to schools and activities, that all separate programs are completely voluntary, and that schools excuse absences due to pregnancy or childbirth for as long as it is deemed medically necessary.
3. Grants victims of sexual harassment and survivors of sexual assault protection from a hostile environment and retaliation.

What is sexual harassment?

Sexual harassment is a form of sex-based discrimination consisting of unwelcome verbal, nonverbal, or physical conduct ranging from sexual assault, to unwelcome sexual advances, to more subtle verbal and non-verbal behavior.

What are my responsibilities and rights related to sexual harassment?

Students are legally protected against sex-based discrimination and sexual harassment under Title IX. You have a right to participate in all school and classroom activities in an atmosphere free from sexual harassment. You have an obligation to report sexual harassment or sexual misconduct to school or district authorities so that it can be stopped.

What should I do if I believe I am being sexually harassed?

- Tell the harasser what the specific behaviors you find offensive. Ask him or her to stop.
- Report the offensive behaviors to a teacher, school counselor, administrator, or Title IX Designee.
- Keep a detailed record of the harassing behavior to share with school officials who investigate your complaint.

What happens when a complaint of discrimination is reported?

A school administrator will initiate a full investigation within two work days of receiving a complaint. The person alleging discrimination and the alleged perpetrator will receive a response regarding the outcome of the investigation. Both parties may file an appeal of the investigative outcome to the Title IX Coordinator, if desired.

An appeal must be in writing, and at minimum, contain (1) the reason for the appeal; (2) the facts upon which the appeal is based, including a list of all witnesses; (3) the remedy requested; and (4) the complainant's signature and the date the appeal is filed. Appeals must be filed with the Title IX Coordinator in the SMCPSS' Department of Student Services as soon as possible, within thirty (30) calendar days of the receiving the outcome of their investigation, except for extraordinary circumstances. The Title IX Coordinator or designee will render a decision in writing regarding the appeal within (30) school days of receipt of the grievance.