



BASIC BOARD COMMITMENTS

Equal Employment Opportunity

I. Policy Statement

- A. The Board of Education of Baltimore County (Board) is committed to equal employment opportunities in the recruitment, employment, training, promotion and retention of qualified individuals without discrimination. The Board does not discriminate against employees or applicants for employment in any manner prohibited by federal, state and local laws.
- B. The Board is further committed to maintaining a diverse workforce and a work environment that fosters sensitivity and respect for the diversity of all individuals.

II. Standards

- A. It is a violation of this policy for any employee to engage in acts of discrimination in schools, school system offices or at school-sponsored activities.
- B. The Superintendent shall establish procedures for reporting, investigating and resolving equal employment complaints.
- C. All employees will be informed annually of this policy.

III. Implementation

The Board directs the Superintendent to implement this policy.

Legal References: 29 U.S.C. §206, Equal Pay Act of 1963, *as amended*
29 U.S.C. §§621, *et seq.*, Age Discrimination in Employment Act of 1967, *as amended*
29 U.S.C. §§701, *et seq.*, Rehabilitation Act of 1973, *as amended*
42 U.S.C. §2000d, *et seq.*, Title VI of the Civil Rights Act of 1964, *as amended*
42 U.S.C. §2000e-16a, *et seq.*, Government Employee Rights Act of 1991

POLICY 0300

42 U.S.C. §2000ff, Genetic Information Nondiscrimination Act of 2008

42 U.S.C. §12101, *et seq.*, Americans with Disabilities Act of 1990, *as amended*

Annotated Code of Maryland, Education Article §6-104, Discrimination Because of Race, Religion, Color, National Origin, Handicap, or Sex Prohibited

Annotated Code of Maryland, State Government Article §§20-601 to 20-609, Discrimination in Employment

Baltimore County Code, Human Relations Article §§29-2-201 to 29-2-204, Employment Discrimination

Related Policies: Board of Education Policy 0100, *Equity*
Board of Education Policy 0200, *Precepts, Beliefs and Values of the Baltimore County Public Schools*
Board of Education Policy 4003, *Recruitment and Selection*
Board of Education Policy 4100, *Employee Conduct and Responsibilities*
Board of Education Policy 4102, *Sexual Harassment*

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