PERSONNEL: Conduct

Sexual Harassment

I. Policy Statement

A. The Board of Education of Baltimore County (Board) is committed to maintaining a learning and working environment that is free from sexual harassment, as defined by federal, state and local law. Sexual harassment will not be tolerated in Baltimore County Public Schools (BCPS).

B. The Board prohibits sexual harassment of, or by, employees, consultants, volunteers or other service providers on Board property and while participating in school-sponsored activities.

II. Guidelines

A. The Superintendent shall establish procedures for reporting and investigating complaints of sexual harassment and for taking appropriate disciplinary or other action to prevent and correct behavior that violates this policy.

B. The Superintendent shall inform employees of this policy annually.

C. All employees shall participate in training that includes, but is not limited to, a review of applicable laws and policies regarding sexual harassment, how to identify behaviors that constitute sexual harassment and their duties and responsibilities to prevent and report sexual harassment.

D. Retaliation against an individual who files a complaint or report of sexual harassment or who files a complaint or report of sexual harassment or who testifies, assists or participates in an investigation or other proceeding involving alleged sexual harassment is strictly prohibited. A person who violates the prohibition against retaliation shall be subject to discipline.

III. Implementation

The Board directs the Superintendent to implement this policy and to provide an annual report on adherence.
Legal References: 42 U.S.C. § 2000e, *Title VII of the Civil Rights Act of 1964, as amended*  
29 C.F.R. § 1604.11, *Sexual Harassment*  
*Annotated Code of Maryland, Education Article § 6-104, Discrimination due to Race, Religion, Color, National Origin, Handicap or Sex Prohibited*  
*Annotated Code of Maryland, Labor & Employment Article § 3-715, Disclosing Sexual Harassment in the Workplace Act of 2018*  
*Annotated Code of Maryland, State Government Article §§ 20-601 to 20-6010, Discrimination in Employment*  
*Baltimore County Code, Human Relations Article §§ 29-2-201 to 29-2-204, Employment Discrimination*  

Related Policies:  
Board of Education Policy 0200, *Precepts, Beliefs and Values of the Baltimore County Public Schools*  
Board of Education Policy 0300, *Equal Employment Opportunity*  
Board of Education Policy 1260, *School Volunteers*  
Board of Education Policy 4002, *Obligations of Employees of the Board of Education of Baltimore County*  
Board of Education Policy 4100, *Employee Conduct and Responsibilities*  

Policy       Board of Education of Baltimore County  
Adopted: 03/25/93  
Revised: 03/11/08  
Edited: 07/01/11  
Revised: 07/09/13  
Revised: 09/10/19