

Book	Policy Manual
Section	100 - Board of Education: Board Policy
Title	Nondiscrimination Policy
Code	100.08
Status	Active
Legal	Annotated Code of Maryland, Education Article §4-108, §6-104, Title IX of the Education Amendments of 1972
Adopted	September 17, 2020
Last Reviewed	November 17, 2022
Last Revised	November 17, 2022

The Dorchester County Board of Education (the Board) is committed to promoting the worth and dignity of all individuals. The Board will not tolerate or condone any act of bias, discrimination, insensitivity, or disrespect toward any person on the basis of race, color, ethnicity, sex, gender identity, sexual orientation, age, national origin, marital status, religion, ~~socio-economic status, or disabling condition~~ or disability.

The Board does not refuse enrollment of a prospective student, expel a current student, or withhold privileges from any individual because of an individual's race, ethnicity, color, religion, sex, age, national origin, marital status, sexual orientation, gender identity, or disability.

The Board does not discipline, invoke a penalty, or take any other retaliatory action against a student, or parent or guardian of a student who files a complaint alleging that the school discriminated against the student, regardless of the outcome of the complaint.

The Board does not discriminate on the basis of sex in its education programs and activities, and it is required by Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.*, and its related regulations, 34 C.F.R. 106 *et seq.* (collectively referred to as "Title IX"), not to discriminate in such a manner. Such requirement not to discriminate extends to employment. Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), to the Title IX Coordinator, the Assistant Secretary for Civil Rights, United States Department of Education, or both. Any inquiries regarding the application

of Title IX to the Board and its education programs and activities may also be referred to the Title IX Coordinator, the Assistant Secretary for Civil Rights, United States Department of Education, or both.

The title and contact information of the Board's Title IX Coordinator is contained in Procedure 100.08, which is available on the Board's website. The name and contact information of the Title IX Coordinator is also prominently displayed on the home page of the Board's website. Reports of alleged sex discrimination or sexual harassment may be made to the Title IX Coordinator at any time (including during non-business hours).

The Board's mission, in partnership with the community, is "to provide leadership for excellence in teaching and learning for all students by:

- Consistently advocating for resources,
- Continuously developing sound policies, and
- Careful monitoring student progress."

Therefore, the Board is committed to a policy of educating children for learning and living by helping them develop an appreciation for the achievements, problems, aspirations, similarities, and differences of all people in our culturally diverse society.