

# POLICY

## BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

**Related Entries:** 800.31, GAGG-RA, GAGG-RA-ADA  
**Responsible Office:** DIVISION OF HUMAN RESOURCES

### **NON-DISCRIMINATION AND ANTI-HARASSMENT - PERSONNEL**

#### **A. PURPOSE**

To provide all employees with a work environment that is free from discrimination and harassment based on a person's membership in a protected class.

#### **B. ISSUE**

Federal and state laws prohibit discrimination in employment on the basis of actual or perceived race, color, religion, national origin, sex, age, marital status, sexual orientation, genetic information, gender identity, or disability.

#### **C. POSITION**

1. Consistent with federal and state laws, the Board of Education of Anne Arundel County (Board) prohibits discrimination and ensures equal employment opportunities for all individuals without regard to actual or perceived race, color, religion, national origin, sex, age, marital status, sexual orientation, genetic information, gender identity, or disability.
2. It is the policy of the Board to maintain an environment free of harassment, including verbal or physical conduct that creates an intimidating or hostile environment for an individual because of that individual's membership in a protected class.
3. No person shall be subject to retaliation for opposing any practice deemed to violate this policy, or participating in any investigations or proceedings established for the enforcement of this policy.
4. Complaints of discrimination, including harassment, shall be investigated in accordance with the procedures set forth in the administrative regulations created to implement this policy.
5. Employees found to be in violation of this policy who engage in harassment or retaliation, in accordance with the administrative regulations created to implement this policy, shall be subject to discipline up to and including termination.

**D. IMPLEMENTATION**

The Superintendent is authorized to develop regulations to implement this policy.

*Policy History: Adopted on 01/07/15*

*Note previous policy history: Replaces Policy 800.31, revised 06/05/06, 04/15/09, 09/05/12 and 07/14/93*