

POLICY

BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

Related Entries: AC, GAMM-RA

Responsible Office: OFFICE OF HUMAN RESOURCES

WORKFORCE DIVERSITY

A. PURPOSE

To establish guidelines to promote a diverse workforce and equal employment opportunity in Anne Arundel County Public Schools (AACPS), without implementing quotas, employment set-asides, or any non-merit hiring decisions.

B. ISSUE

Federal and State law prohibit discrimination in employment on the basis of actual or perceived race, ethnicity, color, religion, national origin, age, marital status, sex, sexual orientation, genetic information, gender identity, gender expression, disability, homeless status, or military status. The Board of Education of Anne Arundel County (Board) is committed to enforcing these laws and to ensuring that its workforce is representative of all segments of the population through a program of equal employment opportunity. This policy shall apply to all employment actions, including recruitment, hiring, promotion, transfer, continuing education, upgrading, demotion, layoff, termination, rate of pay, or other forms of compensation and selection for training.

C. POSITION

1. The Board is committed to diversity, equal opportunity, and non-discrimination. In addition, the Board recognizes the educational benefit of a diverse workforce to enrich the educational experience of students.
2. AACPS is committed to equal employment opportunities for minorities, women, persons with disabilities, or other protected groups.
3. The Board directs the Superintendent to develop practices and procedures to ensure that nondiscrimination and equal employment opportunity are accomplished. These processes shall comply with applicable federal, State, and local laws and Board requirements, and be consistent with AACPS' commitment to quality and excellence in the workforce.

4. The Superintendent shall give the Board an annual hiring, recruitment, and staffing report toward achieving workforce diversity goals.

D. IMPLEMENTATION

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

Policy History: Adopted on 06/04/08; Technical Edit 06/16/26

Note Previous Policy History: None

Legal References: Amendment U.S. Constitution, Amendment 14; Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Individuals with Disabilities Education Act; Section 504 of the Rehabilitation Act of 1973, as amended; Americans with Disabilities Act; Section 1981 of the Civil Rights Act of 1866; Age Discrimination in Employment Act of 1967; Equal Rights Amendment to the Maryland Constitution's Patient Protection Affordable Care Act; Maryland Constitution Declaration of Rights; Title 20 of the State Government Article; Sections 6-104, 7-424.1, and 26-701 through 26-705 of the Education Article; Code of Maryland Regulations 13A.01.06 Educational Equity and 13A.05.01 Provision of a Free Appropriate Public Education; Hate Crime Data Collection Guidelines and Training Manual, Federal Bureau of Investigation, Criminal Justice Information Services Division Uniform Crime Reporting Program, Version 2.0, 02/27/15.