

	<b>Foundations and Basic Commitments</b>  <b>Non-Discrimination</b>	<b>Administrative Regulation #</b>	AC
		<b>Implemented</b>	8/27/2008
		<b>Reviewed/Updated</b>	11/14/2018 11/9/2016
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		<b>Expiration/Review</b>	Reviewed Annually

## **Administrative Regulation**

### **1. Purpose**

The Board of Education of Carroll County in its operation of the Carroll County Public Schools (CCPS) is firmly committed to providing an environment that supports optimal academic achievement and productive work and is free from any form of unlawful discrimination.

CCPS does not discriminate on the basis of age, color, genetic information, marital status, mental or physical disability, ancestry or national origin, race, religion, sex, sexual orientation, gender identity, or gender expression. CCPS provides nondiscriminatory access to school facilities in accordance with its policies and regulations regarding the community use of schools (including, but not limited to, the Boy Scouts).

CCPS maintains all of its policies and practices in strict compliance with all applicable Federal and State civil rights laws, including Titles VI and VII of the Civil Rights Act of 1964, Titles I and II of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, the Individuals with Disabilities Education Act, Title IX of the Education Amendments of 1972, and Title 20 of the State Government Article of the Annotated Code of Maryland.


From time to time, state and federal agencies, as well as court rulings, will revise or alter the scope of protected classes in the laws and regulations. In order to maintain legal compliance, the CCPS definition of each protected class is, at all times, consistent with the definitions published by the regulatory agencies charged with oversight.

No person will be denied admission to any school or to any program or course of study in CCPS on a basis that is contrary to any of the above stated laws.

### **2. Scope**

#### **TITLES VI AND VII OF THE CIVIL RIGHTS ACT OF 1964**

Titles VI and VII of the Civil Rights Act of 1964 prohibit discrimination in the provision of programs and services (Title VI) and in employment practices (Title VII). All students and employees in the CCPS are covered by these laws. They require that the system must provide equal opportunity in admissions, athletics, counseling, access to courses, and employment policies regarding race, color, or national origin.

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Carroll County Public Schools has designated the Director of Student Services and Director of Human Resources as the employees responsible for addressing questions or concerns regarding Titles VI and VII of the Civil Rights Act of 1964.

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### **TITLES I AND II OF THE AMERICANS WITH DISABILITIES ACT**

Carroll County Public Schools does not discriminate on the basis of disability in employment or provision of services, programs or activities. Requests for auxiliary aids and services for communication will be coordinated by the Office of Community and Media Relations.

Carroll County Public Schools has designated the Director of Human Resources as the employee responsible for addressing questions or concerns regarding the Title I of the Americans with Disabilities Act and the Director of Facilities or the Supervisor of Community and Media Relations as the employees responsible for addressing questions or concerns regarding the Title II of the Americans with Disabilities Act.

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### **SECTION 504 OF THE REHABILITATION ACT OF 1973**

Section 504 of the Rehabilitation Act of 1973 prohibits discrimination based on disability. Inquiries related to Section 504 of the Rehabilitation Act of 1973 will be address by the CCPS 504 Coordinator.

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### **TITLE IX OF THE EDUCATION AMENDMENTS OF 1972**

Title IX is that portion of the Educational Amendments of 1972 which prohibits discrimination on the basis of sex in educational programs or activities receiving federal funds. All students and employees in Carroll County Public Schools are covered by this law. It requires that the system must provide equal opportunity in admissions, athletics, counseling, access to courses, employment policies regarding marital or parental status of students, and treatment of students.

The United States Department of Education (USDE) maintains that gender identity is covered under Title IX. CCPS shall adopt guidelines and practices to ensure compliance.

Supervisor of Equity and Community Outreach and Supervisor of Athletics are designated as the Title IX Coordinators for Carroll County Public Schools.

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### **3. Prerequisites**

N/A

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#### ***4. Responsibilities***

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The Director of Human Resources will be responsible for oversight of the non-discrimination grievance procedure.

#### ***5. Procedure***

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Carroll County Public Schools has adopted an internal grievance procedure providing for prompt and equitable resolution of complaints alleging any discriminatory action prohibited by applicable laws.

The procedure will be published in the Carroll County Public Schools Information Calendar and the CCPS Student Handbook. It will also be available on the Carroll County Public School's website.

#### ***6. References***

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Title VI and VII of the US Civil Rights Act; Titles I and II of the Americans With Disabilities Act; section 504 of the Rehabilitation Act of 1973; Title IX of the Education Amendments of 1972; Education Article, *Annotated Code of Maryland*; State Government Article *Annotated Code of Maryland*; other federal and state anti-discrimination laws.

#### ***7. Definitions***

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NONE