



PERSONNEL: Conduct

Sexual Harassment

I. Policy Statement

- A. Sexual harassment, a form of illegal discrimination, will not be tolerated in Baltimore County Public Schools. Retaliation against an individual for making a complaint or for participating in any investigation or proceeding is also illegal and will not be tolerated.
- B. The Board of Education of Baltimore County (Board) is committed to creating and maintaining a work environment free from sexual harassment. To that end, all employees will be informed of this policy and shall be required to participate in training on their obligations to prevent and report sexual harassment.

II. Implementation

The Board directs the Superintendent to implement this policy.

Legal References: 42 U.S.C. §2000d, *Title VI of the Civil Rights Act of 1964, as amended*
42 U.S.C. §2000e, *Title VII of the Civil Rights Act of 1964, as amended*
Annotated Code of Maryland, Education Article §6-104, Discrimination because of race, religion, color, national origin, handicap, or sex prohibited.
Annotated Code of Maryland, State Government Article §§20-601 to -609, Discrimination in employment.
Baltimore County Code, Human Relations Article §§29-2-201 to 29-2-204, Employment Discrimination

Related Policies: Board of Education Policy 4000, *Precepts, Beliefs, and Values of the Baltimore County Public Schools*
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
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Board of Education of Baltimore County