

# POLICY

SOMERSET COUNTY  
BOARD OF EDUCATION

**Date Submitted:**  
November 20, 1979  
**Date Reviewed:**  
March 16, 1999  
September 19, 2006  
March 17, 2009

**Number:**  
700-2

**Subject:**  
  
Equal Employment  
Opportunity

**Date Approved:**  
January 15, 1980  
October 17, 2006, May 26, 2009  
**Date Revised:**  
May 20, 1999, September 19,  
2006, March 17, 2009  
**Date Effective:**  
July 1, 1999, October 17, 2006  
May 26, 2009

## 1. PURPOSE

To state fairness standards for all personnel practices and procedures.

## 2. DESCRIPTION

A. Somerset County Public Schools provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, amnesty, or status as covered veterans in accordance with applicable federal, state and local laws. Somerset County Public Schools complies with applicable state and local laws governing non-discrimination in employment in every location in which the school system has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Somerset County Public Schools expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, disability, or veteran status. Improper interference with the ability to Somerset County's employees to perform their expected job duties is absolutely not tolerated.

**Reference:** Annotated Code of Maryland  
Article 6 - Section 1  
Society for Human Resource Management, 2009  
U.S. Department of Labor

Legal Refs.: Civil Rights Act of 1964, as amended in 1972, Title VI, Title VII, Executive Order 11246, 1965, as amended by Executive Order 11375, Equal Employment Opportunity act of 1972, Title VII Education Amendments of 1972, Title VII Education Amendments of 18972, Title IX (P.L. 92-318) 45 CFR, parts 81, 86 (Federal Register, June 4, 1975, August 11, 1975) Rehabilitation Act of 1973 (See Section 504) Age Discrimination in Employment Act (P.L. 95-2-56)

Annotated Code of Maryland  
Article 6 - Section 1