

POLICY

SOMERSET COUNTY
BOARD OF EDUCATION

Date Submitted:

January 21, 1992

Date Reviewed:

March 16, 1999

September 19, 2006

March 17, 2009

Number:

700-4

Subject:

Anti-Harassment

Date Approved:

February 18, 1992

October 17, 2006

May 26, 2009

Date Revised:

April 20, 1999

September 19, 2006

March 17, 2009

Date Effective:

July 1, 1999

October 17, 2006

May 26, 2009

1. PURPOSE

To establish guidelines for the prevention harassment and reporting of work environment harassment in the Somerset County Public Schools.

2. PROCEDURE

The Somerset County Board of Education recognizes that harassment or other offensive conduct on the basis of religion, gender, sexual orientation, national origin, age disability, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws is a violation of both federal and state employment discrimination laws. The Board will provide to all employees a work environment free from harassment, and will not tolerate such conduct on the part of any employee, supervisor, manager, or administrator, or Board Member.

See Anti-Harassment Administrative Procedures

Legal Reference: Title IX of the Education Amendments of 1972
Title VII of the Civil Rights Act of 1964
State Gubernatorial Executive Ordinance on Sexual Harassment
01.01.1980.16 issued by Governor Hughes October 20, 1980 Civil
Code, Article 49B of the Annotated Code of Maryland Criminal Code,
Article 27, Section 464B and C of the – Annotated Code of Maryland
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