The Cecil County Public Schools does not discriminate in admissions, access, treatment or employment in its programs and activities on the basis of race, color, gender and gender identity, age, national origin, religion, sexual orientation, or disabling condition.

The Cecil County Public Schools prohibits discrimination in its educational programs, activities, and employment on the basis of actual or perceived race, color, religion, national origin, sex, age, marital status, sexual orientation, genetic information, gender identity, or disability.

This prohibition pertains to enrollment in courses and program offerings, participation in school-sponsored activities, hiring, promotion, compensation, job classification, assignment, and all other functions and activities of the school system affecting either its student population or employees.

CCPS does not tolerate any form of harassment including, but not limited to sexual, racial, or disability. Any individual (student, employee, or community member) who believes that they have been subjected to any form of harassment is encouraged to report the allegation of harassment to the Title IX Coordinator:

NONDISCRIMINATION

Annotated Code of Maryland -- Education: 6-104
Age Discrimination in Employment Act, PL 95-256
Education for All Handicapped Children Act of 1975, PL 94-142
Rehabilitation Act of 1973
Title IX, Education Amendments of 1972; Final Rule effective August 14, 2020
Equal Pay Act, as amended by the Education Amendments of 1972
Executive Order 11246, as amended by E. O. 11375
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972
Title VI, Civil Rights Act of 1964

Adopted January 1, 1975
Last Revised September 2, 2020
Last Reviewed September 2, 2020

RELATED ENTRIES:
OFFICE: Superintendent of Schools
Cecil County Public Schools is committed to conducting a prompt investigation for any allegation of harassment. If harassment has occurred, the individual will be promptly disciplined. Disciplinary actions for students found to have engaged in any form of harassment may result in suspension or expulsion. Disciplinary actions for employees found to have engaged in any form of harassment may result in suspension or termination.

For further information on notice of non-discrimination, visit the Office of Civil Rights Complaint Assessment System at: http://ocrcas.ed.gov or call 1-800-421-3481.