

BOARD OF EDUCATION OF HARFORD COUNTY

DECISION ON:

- 1) DISCRIMINATION AND HARASSMENT POLICY
(POLICY NO. 24-0002-000)**
- 2) SEXUAL HARASSMENT POLICY
(POLICY NO. 24-0005-000)**

November 9, 2009

Background Information:

The Board maintains a manual which sets forth the various policies of the Harford County Public Schools system. The manual contains policies which are either required by federal and state law and regulation or which are, in the Board's judgment, necessary and appropriate in order for the school system to operate in a lawful, appropriate and effective manner. Included among such policies are those relating to Discrimination and Harassment and Sexual Harassment.

Discussion:

The Equity and Non-Discrimination section of the Policy Manual sets forth Board policies which address certain conduct which is unlawful under federal or state law or regulation relating to discrimination and harassment, and sexual harassment, generally, on the basis of certain characteristics or status.

The revised policies transmitted herewith are revisions of existing policies. The purpose of the revisions with regard to the Discrimination and Harassment policy is to clarify and reorganize the policy; to clarify that harassment is a form of discrimination; to clarify what conduct constitutes harassment; to incorporate student bullying, harassment or intimidation as a type of harassment; and to update definitions. The purpose of the revisions with regard to the Sexual Harassment policy is to update the definition of "sexual harassment" and the definition of "student."

The attached proposed revised policies have been reviewed and approved by Senior Staff.

The above policy revisions were presented at the Board's meeting of September 29, 2009. No public comment was received regarding these policies.

Attachments:

1. Current Discrimination and Harassment Policy No. 24-0002-000.
2. Proposed revised Discrimination and Harassment Policy No. 24-0002-000.
3. Current Sexual Harassment Policy No. 24-0005-000.
4. Proposed revised Sexual Harassment Policy No. 24-0005-000.

Superintendent's Recommendation:

For the foregoing reasons, the Superintendent recommends that the Board of Education approve the attached proposed revised policies entitled Discrimination and Harassment, Policy No. 24-0002-000 and Sexual Harassment, Policy No. 24-0005-000.