

POLICY

BOARD OF EDUCATION OF MONTGOMERY COUNTY

Related Entries: ACB, ACD, ACE, ACF, ACG, GBH, GEG-RA, GMA
Responsible Office: Deputy Superintendent

Human Relations

A. PURPOSE

To affirm the Montgomery County Board of Education's commitment to exemplary human relations and promote positive human relations within the school system

To affirm that MCPS will not condone acts of insensitivity, disrespect, bias, verbal abuse, harassment, bullying, physical violence, or illegal discrimination toward any person, and to promote exemplary human relations for all without regard to race, color, gender, religion, ancestry, national origin, marital status, age, disability, or sexual orientation

To establish and maintain productive and harmonious working and learning environments for all staff, students and parents

To assure that exemplary human relations remain a continuing priority

B. ISSUE

Proactive steps must be taken to advance an environment of high expectations and mutual respect. MCPS reaffirms its commitment to preparing all students to live and work in a global multicultural world and to fostering an atmosphere where each member of the community is an integral part of the educational process. Staff, student, parent, and community input and interagency collaboration must be critical factors in fulfilling this commitment.

C. POSITION

1. Definition

Human relations are the personal and group dynamics that promote respect for the rights and integrity of each individual and recognition of the value of each group as an important part of the community. Positive human relations are a vehicle to promote access, equity, and equality of opportunity for all.

2. Commitments

a) Promote an atmosphere of respect and nondiscrimination

Each MCPS employee shall be responsible for establishing and maintaining an educational atmosphere in which students and staff can develop attitudes and skills for effective, cooperative living, including:

- (1) Respect for the individual regardless of race, color, national origin, religion, gender, age, marital status, socio-economic status, intellectual ability, sexual orientation, physical characteristics, or disability
- (2) Respect for cultural and language differences
- (3) Respect for personal rights of others
- (4) Respect for the right of others to seek and maintain their own identities with dignity

b) Provide training and education to achieve systemwide cultural competence

- (1) MCPS will educate children to succeed in a global community by helping them to develop an awareness and understanding of the achievements, problems, and aspirations of all people.
- (2) MCPS will provide opportunities for staff, students, parents, and community members to become more aware of human relations concerns in the school and community and become actively engaged in working together to resolve those concerns.

c) Provide equality of opportunity

- (1) MCPS shall continue to promote a diverse workforce by making every effort to maintain a school system free of prejudice and illegal discrimination in all aspects of employment.
- (2) MCPS will promote diverse representation on task forces, committees, commissions, and other advisory bodies.

D. DESIRED OUTCOMES

1. Every school and unit will demonstrate an atmosphere that promotes understanding, respect, and positive interaction among all individuals and groups.
2. MCPS will be free of illegal discriminatory barriers to educational and employment opportunities based on race, color, national origin, religion, gender, age, marital status, sexual orientation, or disability.

E. IMPLEMENTATION STRATEGIES

1. Curricula, programs, instructional materials, and training shall continue to be examined, revised, and designed as necessary, to provide all staff and students with the knowledge, skills, attitudes, and behaviors to exercise positive interpersonal and group relations. Instructional materials used in the schools will accurately portray the history, contributions, and culture of the diverse ethnic groups in our society.
2. All administrators and supervisors will implement, coordinate, and assess human relations activities and programs for students, staff, and parents.
3. Staff will promote and encourage schools, classrooms, offices, and school-sponsored representations (including mascots, logos, team names, chants, or musical accompaniments) to be inclusive, bias-free, gender-neutral, and to provide a welcoming climate for all.
4. Primary responsibility for the prompt investigation and resolution of human relations concerns and complaints of discrimination shall be assigned by the superintendent or designee to the appropriate office or offices. The designated office or offices and staff will be external to offices directly responsible for making or remedying decisions or actions prompting such concerns. Additionally, the office or offices shall maintain appropriate records, increase awareness, and promote training and outreach to improve human relations.

F. REVIEW AND REPORTING

This policy will be reviewed in accordance with the Board of Education's policy review process.

Policy History: Adopted by Resolution No. 595-69, November 11, 1969; amended by Resolution No. 16-72, January 11, 1972; amended by Resolution No. 536-77, August 2, 1977; amended by Resolution No. 240-96, March 25, 1996; amended by Resolution No. 323-96, May 14, 1996; amended by Resolution No. 249-03, May 13, 2003.