

# POLICY

## BOARD OF EDUCATION OF MONTGOMERY COUNTY

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**Related Entries:** ACA, ACB, ACF, ACF-RA, GBA-EA, GEG, GEG-RA

**Responsible Office:** Human Relations

### Gender Equity

#### A. PURPOSE

To affirm the Board of Education's commitment to gender equity in all programs, activities, services, and practices for students and employees

To ensure that MCPS will comply with Title IX of the Education Amendments prohibiting discrimination on the basis of gender

#### B. ISSUE

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of gender in education programs or activities receiving federal funds. The Board of Education has expressed its commitment to nondiscrimination on the basis of gender in its Nondiscrimination and Sexual Harassment policies. The Board of Education believes that gender equity goes beyond meeting the letter of the law and involves taking positive steps to eliminate barriers or behaviors that may deny an equal educational or employment opportunity for all individuals without regard for their gender.

In promoting gender equity for both male and female students, the Board of Education recognizes that historically females have been underrepresented in programs and areas such as interscholastic athletics, mathematics, science, and technology. The Board also recognizes that historically female employees have been underrepresented in areas such as secondary education administration and the skill trades in maintenance and construction. The Board further recognizes that, historically and currently, male employees are underrepresented in elementary education positions and clerical staff. The Board believes that specific programs should continue to be monitored to address identified inequities for students and employees of both genders.

#### C. POSITION

1. Definition

Gender equity is the provision of equal opportunities for all individuals without regard to their gender. It is attained through compliance with laws prohibiting sex discrimination and through the elimination of gender bias and gender stereotyping.

2. Commitments

The Board of Education is committed to ensuring that:

- a) MCPS employees are sensitive to the destructive nature of gender bias and gender stereotyping
- b) MCPS employees encourage female and male students, prekindergarten-Grade 12, to participate in school activities, to achieve in all areas, and to enroll in programs and prepare for careers without regard to gender barriers or stereotypes
- c) MCPS academic, nonacademic, and extracurricular programs and activities promote gender equitable practices
- d) MCPS identifies and actively recruits male and female staff and students for enrollment in courses where they are underrepresented and that are nontraditional for their gender
- e) MCPS employment practices promote gender equitable opportunities
- f) Female and male employees have equal opportunities to seek and to gain employment in MCPS managerial and other nontraditional jobs

**D. DESIRED OUTCOMES**

MCPS will be free of gender discrimination, gender bias, and gender stereotyping in all aspects of the school and work environment.

**E. IMPLEMENTATION STRATEGIES**

- 1. The Title IX compliance officer will work with appropriate offices to monitor and assure MCPS compliance with Title IX of the Education Amendments of 1972.
- 2. Curricula, programs, activities, instructional materials, teaching strategies, classroom practices, and training will continue to be examined, revised, and designed as necessary,

to promote gender equity. In-service opportunities, such as the Gender Equity course, will continue to be offered.

3. Employment practices will continue to be examined to ensure gender equity.

**F. REVIEW AND REPORTING**

1. This policy will be reviewed on an on-going basis in accordance with the Board of Education review process.
2. The Board of Education will receive an annual report from the Board of Education Title IX Gender Equity Advisory Committee.
3. The superintendent will report to the Board annually on the progress made during the preceding school year on achieving women's equity goals in support of the commitments and desired outcomes in this policy and the steps planned for further progress.

*Policy History:* Adopted by Resolution No. 610-85, December 10, 1985; amended by Resolution No.466-96, June 24, 1996.