

# POLICY

## BOARD OF EDUCATION OF MONTGOMERY COUNTY

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**Related Entries:** ACA, ACB, ACF, ACF-RA, GBH, GBH-RA

**Responsible Office:** Human Relations  
Personnel Services

### Workforce Diversity

#### A. PURPOSE

1. To reaffirm and strengthen the Board's commitment to equal employment opportunities for all persons in conformity with applicable law and related board policies, including in particular, the policy on nondiscrimination
2. To assure the recruitment, employment, training, promotion, and retention of qualified staff without discrimination, while making efforts to provide for diversity based on race, ethnicity, and gender if there is evidence of significant under representation of a particular group that may suggest past employment practices that adversely affect the current opportunities of individuals based on race, ethnicity, or gender
3. To enrich the educational experiences of all students by providing exposure to adults from many backgrounds reflecting the pluralistic nature of the community, thereby providing settings for education that promote understanding of diversity and contribute to the quality of the exchange of ideas inherent in the educational setting

#### B. ISSUE

The Board of Education is committed to nondiscrimination in employment. In addition, the Board of Education acknowledges the educational benefits of student exposure to a diverse workforce as it promotes an understanding of diversity and enriches the exchange of ideas.

The Board has demonstrated this commitment by designating the director of the Department of Human Relations as the equal employment opportunity (EEO) officer. The Department of Human Relations occupies a unique position in the organization of Montgomery County Public Schools in that its responsibilities include the resolution of human relations issues in cooperation with other staff members wherever they may arise throughout the school system. There is a need to demonstrate

to the community the priority which the Board and the superintendent attach to the solution of human relations issues in our schools. In addition, it is essential that the Board and the superintendent be kept fully apprised of developments and concerns in the areas of human relations, both general and specific, as these matters arise, so that appropriate and prompt action can be taken.

**C. POSITION**

1. The Board of Education will comply fully with all applicable federal, state, and local nondiscrimination laws with regard to equal employment opportunities.
2. The Board of Education forbids any illegal discrimination in any MCPS personnel policy or practice in conformity with applicable law, including the recruitment, employment, assignment, training, promotion, retention, and transfer of employees.
3. The Board of Education will continue to encourage the diversity of the workforce in order to provide a more enriched educational experience to its students.
4. The Board of Education will respond to significant underrepresentation on the basis of a particular race, ethnicity, or gender within appropriate MCPS job categories, where it exists and where it may reflect past employment practices that adversely affect the current opportunities of individuals based on race, ethnicity, or gender.

**D. DESIRED OUTCOMES**

The MCPS employment process will be free of illegal discrimination. MCPS will enrich the educational experience of its students by seeking diversity among employees working with students. MCPS will address to the extent possible any significant underrepresentation which may suggest past employment practices that adversely affect the current opportunities of individuals based on race, ethnicity, or gender, if such underrepresentation exists within the MCPS system.

**E. IMPLEMENTATION STRATEGIES**

The Board directs the superintendent of schools to:

1. Continue to implement procedures to investigate and address any allegations of discrimination in any aspect of the employment process

2. Maintain an Equal Employment Opportunity Officer to aid in enforcement of MCPS equal employment, and policies to enforce the nondiscrimination policies and procedures
3. Monitor the diversity of the workforce by appropriate categories and, if significant underrepresentation of a particular group is found in any area of hiring, assigning, recruiting, promoting, training, or transferring, take appropriate action
4. Provide training to personnel on fair employment practices whenever possible
5. Develop outreach programs to promote recruitment efforts in significantly underrepresented communities. It is further expected that administrators and supervisors will be responsible for promoting diversity in implementing personnel actions such as hiring, assigning, recruiting, promoting, training, or transferring and for providing appropriate support for underrepresented members of staff
6. Work to ensure that the requirements for any MCPS position shall be directly related to performing its responsibilities effectively
7. Ensure that any committee giving input to decisions regarding hiring and promotion is diverse to the extent possible
8. Implement a process to ensure that individuals with disabilities are provided reasonable accommodations in testing and hiring procedures, training, and in employment in accordance with Policy GBH: *Employment of Individuals with Disabilities* and Regulation GBH-RA: *Reasonable Accommodations for Individuals with Disabilities with Regard to Employment*
9. Implement and publicize this and other non-discrimination policies and related regulations, and make them readily available to all employees and other interested parties

**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 superintendent will give the Board of Education an annual report regarding progress in achieving the intent of this policy.

3. The Board and the superintendent shall meet with the director of the Department of Human Relations quarterly in executive session to review the current status of human relations issues relating to personnel.

*Policy History:* Adopted by Resolution No. 360-97, June 11, 1997.

*Note:* Information was previously governed by Resolution No. 311-73, May 8, 1973 and Resolution No. 461-87, September 21, 1987; both rescinded by Resolution No. 360-97, June 11, 1997.