

Anti-Harassment/Anti-Retaliation Statement

It is the policy of the Board of Education of Prince George's County to oppose and prohibit unlawful discrimination and harassment based on race, color, sex, age, national origin, religion, marital status, sexual orientation or disability.

This includes sexual harassment. Sexual harassment is unwelcome conduct of a sexual nature and may include, but not be limited to, sexual assault, sexual violence, sexual misconduct, unwelcome sexual advances, requests for sexual favors, or other verbal, non-verbal or physical conduct of a sexual nature. Sexual harassment may also include conduct such as touching of a sexual nature; making sexual comments, jokes or gestures; writing graffiti or displaying or distributing sexually-explicit drawing, pictures or written materials; calling students sexually-charged names; spreading sexual rumors; rating students on sexual activity; or circulating, showing or creating electronic mail messages (e-mails) or websites of a sexual nature.

Sexual harassment also includes gender-based harassment. Gender-based harassment includes verbal or nonverbal acts and acts of physical aggression, intimidation or hostility based on sex or sex-stereotyping, but which are not necessarily sexual in nature. Gender-based harassment also includes harassment of an individual either for exhibiting what is perceived as a stereotypical characteristic for their sex, or for failing to conform to stereotypical notions of masculinity and femininity.

Any student who believes that they have been subjected to unlawful discrimination or harassment is encouraged to report such behavior to a teacher, counselor or school administrator. Reporting is not tattling or snitching. Reporting is providing information to an adult to address behavior that must be stopped. All reports should be documented in writing. If a student alleges that he/she has been subjected to:

- Bullying, harassment or intimidation, a Bullying, Harassment, or Intimidation Reporting Form should be completed pursuant to Administrative Procedure 5143
- Discrimination or harassment by an employee, a Discrimination and/or Harassment Incident Report Form should be completed pursuant to Administrative Procedure 4170
- Sexual harassment by a student or employee, a Title IX Formal Complaint Form should be completed pursuant to Administrative Procedure 0104.

Forms are available in schools, in the Student's Rights and Responsibility Handbook and on the PGCPS website. The electronic form allows anyone to report directly to the school administrator or designee in a confidential format. The Prince George's County Public Schools commits to conducting a prompt and thorough investigation regarding the allegations.

The Prince George's County Public Schools also prohibits retaliation. There will be no retaliation or adverse action against any individual who reports and/or participates in an investigation regarding discrimination or harassment.

Any students found to have engaged in unlawful discrimination, harassment or retaliation will be promptly disciplined. Discipline may include suspension or expulsion. Similarly, any employee found to have engaged in unlawful discrimination, harassment or retaliation will be promptly disciplined. Discipline may include termination of employment.

The Prince George's County Public Schools encourages the school community to work together to prevent unlawful discrimination or harassment.

PGCPS Equity Assurance Office

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Mail: 14201 School Lane, Room 202, Upper Marlboro, MD 20772

Email: Equity@pgcps.org

Website: <https://www.pgcps.org/offices/equity-assurance>

PGCPS's Title IX Coordinator Contact Information:

Paulette Walker, EEO Administrator and Title IX Coordinator

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