

REGULATION MONTGOMERY COUNTY PUBLIC SCHOOLS

Related Entries: ACA, ACH, ACH-RA, GKA-RA

Responsible Office: Chief Operating Officer

Equal Employment Opportunity

I. PURPOSE

To establish procedures in the event of an alleged violation of the laws governing equal employment opportunity

II. PROCEDURES

- A. The chief operating officer, the associate superintendent of the Office of Human Resources and Development, and the associate superintendent of the Office of Employee Engagement and Labor Relations (OEELR) are responsible for enforcing regulations assuring nondiscrimination of employees on any basis including actual or perceived personal characteristics as set forth in Montgomery County Board Policy ACA, *Nondiscrimination, Equity, and Cultural Proficiency*.
- B. To report an alleged act of discrimination, an individual employee may submit MCPS Form 430-42, *Administrative Complaint*, to the OEELR. The complaint will be addressed through the administrative complaint process provided in MCPS Regulation GCA-RA, *Administrative Complaint*.
- C. Pursuing an Equal Employment Opportunity (EEO) complaint through the OEELR does not prohibit or prevent the employee from filing an EEO complaint directly with the EEO Commission, Baltimore District Office:

U.S. Equal Employment Opportunity Commission
Baltimore Field Office
City Crescent Building
10 S. Howard Street, Third Floor
Baltimore, MD 21201
1-800-669-4000, 1-800-669-6820 (TTY)

- D. All employees of the system have the right to pursue any of the avenues open to them to effect a solution of an employment problem, e.g., administrative complaint, grievance, ombudsman, or the EEO complaint process; and no one shall experience bullying, harassment intimidation, or retaliation as result of filing any complaint.

Related Sources prohibiting discrimination in all areas of employment:

Equal Pay Act of 1963, as amended; Civil Rights Act of 1866, 1871, and 1991; Age Discrimination in Employment Act of 1967, as amended; Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964, as amended; Equal Protection Clause of the 14th Amendment; Rehabilitation Act of 1973, Section 504; Uniform Services Employment and Reemployment Rights Act of 1994; Americans with Disabilities Act of 1990; Title IX of the Education Amendments of 1972

Regulation History: Formerly Regulation No. 460-5, July 27, 1979, (directory information updated); revised March 6, 2006, non-substantive revisions July 24, 2017.