

MONTGOMERY COUNTY BOARD OF EDUCATION
Rockville, Maryland

October 27, 2020

MEMORANDUM

From/To: Members of the Board of Education

Subject: Banning symbols of Hatred and Intimidation

WHEREAS, The Board of Education is committed to providing a safe, nurturing learning environment for every Montgomery County Public Schools student; and

WHEREAS, Board of Education Policy, ACA, *Nondiscrimination, Equity and Cultural Proficiency*, prohibits discrimination and promotes equity, inclusion and acceptance for all; and

WHEREAS, Board of Education Policy JHF, *Student Rights and Responsibilities*, prohibits bullying, harassment, and intimidation as behaviors that are disruptive to the learning environment; and

WHEREAS, Montgomery County Public Schools Policy JHF-RA, *Student Rights and Responsibilities*, prohibits students from using “language that has the intent to harass, threaten, or intimidate, which detracts from a positive learning and working environment, and which is inconsistent with the goal of maintaining an atmosphere of mutual respect”; and

WHEREAS, The Board of Education denounces the use of images and symbols, on school property and at school activities, that demean identifiable groups or may be reasonably perceived to promote hatred, intimidation or harassment, such as nooses, swastikas and confederate flags, as they disrupt the educational environment and are inconsistent with Board of Education Policy ACA. The Board of Education believes that these symbols must be banned from display in Montgomery County Public Schools except in instances where they are being used for educational purposes; now therefore be it

Resolved, That the Board of Education hereby directs the superintendent of schools and staff to develop a direct message to be shared with students quickly regarding the inappropriateness of these symbols and activities; and be it further

Resolved, That the Board of Education hereby directs the superintendent of schools to review and revise Board of Education Policy ACA *Nondiscrimination, Equity and Cultural Proficiency*, and all other related policies, regulations and handbooks, to incorporate the prohibition of images and symbols that may be reasonably perceived to promote hatred, intimidation or harassment; and be it further

Resolved, That MCPS staff make recommendations regarding such policy revisions to the Policy Management Committee no later than December 2020 and to the full Board no later than February 2, 2021.

BOE:rns