About Title IX and Frequently asked Questions

Baltimore County Public Schools (BCPS) students and staff should feel they are in safe, secure, and orderly teaching, learning, and working environments free of sex-based discrimination, including sexual harassment. Any sex-based discrimination, including sexual harassment, experienced by a student or employee that occurs within a BCPS education program or activity is subject to BCPS policies, including Title IX and disciplinary actions.

What conduct is prohibited by Title IX?
Title IX is a federal law that prohibits sex-based discrimination, including sexual harassment, in educational institutions that receive federal funding. Said sex-based discrimination, including sexual harassment, must occur within an educational program or activity to be addressed under Title IX regulations.

What is sex-based discrimination?
Sex-based discrimination occurs when, within a BCPS educational program or activity, a BCPS student or staff member is denied or limited in their ability to participate in or benefit from BCPS services, activities, or opportunities on the basis of sex.

What is sexual harassment?
Sexual harassment is conduct on the basis of sex that constitutes one or more of the following:

- **Quid pro quo:** BCPS employee conditioning the provision of an aid, benefit, or service on an individual’s participation in unwelcomed sexual conduct.
- **Hostile school environment:** unwelcomed conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to a BCPS education program or activity.
- **Sexual violence:** to include sexual assault, dating violence, domestic violence, and stalking.

If I experienced or witnessed sex-based discrimination, including sexual harassment, what should I do?
If you believe you, or someone you know has experienced sex-based discrimination, including sexual harassment, at any point or time, including in the cyber environment, we encourage you to reach out to the BCPS Title IX coordinator to report. Your report may remain anonymous, however, doing so may significantly impact staff’s ability to investigate and respond to the allegation. Whether you are a student, employee, parent, or community member, you may report by contacting your administrator, the Human Resources Department, and/or by emailing the Title IX coordinator directly at titlenine@bcps.org or by calling 443.809.7619.

What happens after I contact the Title IX coordinator?
Upon receiving an informal report of alleged sex-based discrimination, including sexual harassment, the Title IX coordinator will contact the complainant to discuss the allegation, explain the process for the filing of a formal complaint, and inform the complainant and respondent of the availability of supportive measures with or without the filing of a formal complaint.
• If a formal complaint is filed, the Title IX coordinator will ensure that the investigation and grievance process is followed including notification to the respondent to ensure equitable treatment of both parties.
• If a formal complaint is not filed, but the Title IX coordinator based on a preliminary review of the allegation determines it falls within the Title IX regulations, the allegation will be investigated and brought forth as a formal complaint through the Title IX Grievance Process.
• If a formal complaint is not filed, and the Title IX coordinator determines the allegation does not fall within the Title IX regulations, but may violate a BCPS policy, the allegation will be sent to the appropriate BCPS staff and/or office for investigation.

No BCPS employee or student shall retaliate in any way against a person for making a complaint, testifying, assisting, participating in, or declining to participate in any manner in an investigation or complaint proceeding.

**What additional support can I receive as a BCPS student or staff member?**

BCPS will provide supportive measures, individualized services to both parties in the report before or after the filing of a complaint. Supportive measures can include, but are not limited to, therapeutic services, school counseling services, school social work services, comprehensive safety plans, and an advisor throughout the Title IX process.