

GAEB Discrimination and Harassment

7/1/18

GSBA Reference: GAEB (Harassment)

The Cobb County Board of Education (Board) is committed to ensuring that Cobb County School District (District) students and employees shall be able to learn and work in environments free from all forms of discrimination and harassment. Therefore, in accordance with federal and Georgia laws, the District strictly prohibits discrimination and harassment on the basis of race, creed, color, national origin, religion, sex, age, genetic information, service in the uniform services, disability, or any other legally protected status, or that creates a hostile environment for members of the school community

The District shall promptly, thoroughly, and impartially investigate claims of discrimination or harassment. Individuals acting in good faith who report violations of this policy or who share information related to possible violations of this policy shall be protected against retaliation, and their confidentiality shall be protected by the District to the extent possible. The District shall take immediate and appropriate corrective action when it determines that discrimination or harassment has occurred. Any District employee who violates this policy will be subject to disciplinary actions.

The Superintendent shall establish and maintain procedures as needed to meet these requirements and implement this policy.

Adopted: 7/19/12

Revised: 7/1/18

Legal Reference

O.C.G.A. 45-1-4

O.C.G.A. 19-7-5

O.C.G.A. 20-2-1184

42 USC 2000d

42 USC 2000e-2

20 USC 1681

Whistleblower

Reporting child abuse

Mandatory reporting of students committing certain prohibited acts

1964 Civil Rights Act

Unlawful employment practices

Title IX of the Education Amendments of 1972