



MARYLAND
Department of
Juvenile Services

Successful Youth • Strong Leaders • Safer Communities

POLICY

SUBJECT: Nondiscrimination of Youth
NUMBER: MGT-625-14
APPLICABLE TO: All staff

APPROVED: _____ /signature on original/

Sam Abed, Secretary

REVISION DATE: _____ 10/31/17

I. POLICY

It is the policy of the Department of Juvenile Services that staff shall not discriminate against any youth on the basis of age, race, ancestry, color, national origin or citizenship, place of residence, creed, genetic information, religion, sex, sexual orientation, gender identity or expression, personal appearance, marital or familial status, source of income, mental or physical disability, or political views when making administrative decisions and in providing services to youth. DJS staff shall act in accordance with federal and State laws and applicable regulations to prohibit and ensure the absence of discrimination in all programs.

Staff shall honor and respect the value and dignity of each youth served, and facilitate an environment that is free from discrimination on any basis. Youth shall be given equal opportunities in all activities, services and programs.

II. AUTHORITY

- A. 42 U.S.C. §§ 1981, 2000d, et. seq.
- B. Md. Code Ann., Hum. Srvs., §§ 9-203, and 9-204.
- C. Md. Code Ann., State Govt., Title 20
- D. American Correctional Association (ACA) 4-JCF-3A-03

III. DIRECTIVES/POLICIES RESCINDED

None

IV. FAILURE TO COMPLY

Failure to comply with the Department's Policy and Procedures shall be grounds for disciplinary action up to and including termination of employment.

V. **STANDARD OPERATING PROCEDURES**

There are no standard operating procedures associated with this policy.

VI. **REVISION HISTORY**

DESCRIPTION OF REVISION	DATE OF
New policy issued.	December 2014
Updated policy statement to include religion and equal opportunity for youth	October 31, 2017



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DJS POLICY AND STANDARD OPERATING PROCEDURES

Statement of Receipt and Acknowledgment of Review

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APPLICABLE TO: All staff
REVISED: October 31, 2017

I have received and reviewed a copy (electronic or paper) of the above titled policy and procedures. I understand the contents of the policy and procedures.

I understand that failure to sign this acknowledgment form within five working days of receipt of the policy shall be grounds for disciplinary action up to and including termination of employment.

I understand that I will be held accountable for implementing this policy even if I fail to sign this acknowledgment form.

SIGNATURE

PRINT FULL NAME

DATE

WORK LOCATION

SEND THE ORIGINAL, SIGNED COPY TO VERNELL JAMES IN THE DJS OFFICE OF HUMAN RESOURCES FOR PLACEMENT IN YOUR PERSONNEL FILE.