

PRINCE GEORGE'S COUNTY PUBLIC SCHOOLS

Board of Education
Upper Marlboro, Maryland

0121
Policy No.

BOARD OF EDUCATION POLICY

BASIC COMMITMENTS

People-First Language

I. Policy Statement

- A. The Board of Education (Board) believes in a culture of dignity and individual respect for all students and adults. Students and adults with disabilities are persons first and are not defined by their disability.
- B. The Board also firmly believes that the academic achievement of ALL students is paramount and must improve. To that end, the reprogramming of thoughts about ALL students' ability to reach their full academic potential, without regard for their race or ethnicity, citizenship status, gender, gender identity, sexual orientation, religion, economic status, culture, language, or special needs, is imperative.

II. Purpose

The purpose of this policy is to affirm the Board's commitment to promote an environment of dignity and individual respect for all students, employees, and the entire PGCPs Community.

III. Standards

- A. It is the intent of the Board that:
 - 1. People-First language will acknowledge individual respect and personal dignity due every person, regardless of ability or disability, and therefore, shall be used in all written and spoken communications within and by Prince George's County Public Schools.
 - 2. The school system will develop and promote a culture of high expectations for all students and staff performance and maintain environments that will be equitable, fair, safe, diverse, and inclusive; and eliminate inequities of opportunities, raise the level of achievement for all students, and significantly address achievement gaps.

3. The use of language and/or the display of images and symbols that promote disrespect and destroy the personal dignity of students and adults with disabilities is prohibited.
4. All students and staff will conduct themselves in a manner that demonstrates mutual respect without regard to an individual's actual or perceived abilities or disabilities.

VI. Implementation and Responsibilities

The Board authorizes the Chief Executive Officer to address the expectations of this policy in the Employee Code of Conduct and professional development.

V. References

A. Other Board Policies

Policy 0101 – Educational Equity
Policy 0118 – Core Beliefs and Commitments
Policy 0125 – Nondiscrimination

VI History

Policy Adopted: 12/01/08

Policy Amended: 05/11/23