



State of Maryland Commission on Civil Rights

Respect...Integrity...Effective Communication

May 28, 2025

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MCCR SECURES MAJOR CONCILIATION AGREEMENT WITH PRINCE GEORGE'S COUNTY PUBLIC SCHOOLS **Commission Affirms Bold Enforcement Strategy Under New Leadership**

BALTIMORE, MD – The Maryland Commission on Civil Rights (MCCR) has reached a landmark **conciliation agreement** with **Prince George's County Public Schools (PGCPS)** following an investigation into allegations of sex discrimination. The legally binding agreement, signed on **April 24, 2025**, reflects the Commission's uncompromising approach to enforcement and its commitment to accountability, transparency, and justice.

Under the leadership of **Executive Director Cleveland L. Horton II**, MCCR continues to redefine civil rights enforcement in Maryland – ensuring not only that violations are corrected, but that **institutions are transformed**.

“This agreement reflects more than a resolution – it represents a new standard,” said Horton. “We will not allow bureaucracy, status, or size to shield any public institution from accountability. Our message is clear: Injustice will be confronted, investigated, and corrected – no matter where it lives.”

Investigative Unit Supervisor Alesha Bell, who negotiated this conciliation agreement, added, “This agreement is a powerful reminder that every Marylander deserves to work in an environment free from discrimination. At MCCR, we are committed to ensuring that equity is not just a promise, but a practice and that employers are held to the highest standards of fairness and accountability.”

A Model for Bold Accountability

The agreement includes comprehensive commitments by PGCPS to address concerns raised through the complaint process and ensure future compliance with Maryland's civil rights laws. While specific terms are confidential as allowed by law, MCCR confirms that the agreement includes:

- \$450,000 paid directly to the Complainant.
- \$50,000 submitted to the Civil Rights Enforcement Fund to aid ongoing efforts to promote and safeguard civil rights across the state by supporting activities that enhance public education, increase community outreach, and strengthen the investigation and resolution of civil rights complaints.

“Our vision is to have a State that is free from any trace of unlawful discrimination.”

William Donald Schaefer Tower, 6 Saint Paul Street, Suite 900, Baltimore, Maryland 21202-1631
Phone: 410-767-8600 · Toll Free: 1-800-637-6247 · Maryland Relay: 711 · Fax: 410-333-1841
Website: mccr.maryland.gov · E-Mail: mccr@maryland.gov

- Corrective policy reforms.
- Monitoring and reporting to MCCR for transparency.
- Commitments to equity-driven practice changes.

This agreement serves as a **model for how public institutions should respond to civil rights complaints – not with defensiveness, but with determination to improve.**

A New Era at MCCR

Under Horton's leadership, MCCR has moved swiftly to:

- **Strengthen investigatory protocols**
- **Pursue high-impact enforcement actions**
- **Prioritize systemic change over symbolic compliance**

MCCR is actively expanding its reach and deepening its standards across housing, employment, education, and public accommodations. **No institution is beyond review. No violation is too small to matter.**

“We are done asking politely for progress,” Horton said. “The era of passive enforcement is over. This is civil rights with teeth, with purpose, and with the urgency our communities deserve.”

Inspiration Through Action

This agreement demonstrates what is possible when institutions are willing to engage in honest reflection and bold reform. It is a victory not only for those directly impacted by the underlying complaint – but for every student, educator, and community member who depends on our public systems to operate with fairness and equity.

“Civil rights enforcement should not be feared – it should be welcomed. Because it is not about punishment – it is about people, and it's about building systems worthy of the trust we place in them,” Horton added.

A Statewide Challenge

MCCR calls on every public agency, employer, housing provider, and educational institution in Maryland to take this agreement as both **an example and a challenge**:

- Review your policies.
- Examine your culture.
- Root out bias.
- Partner with MCCR to ensure **justice is not aspirational – it is operational.**

Because **when equity is not enforced, injustice is enabled.**