

FCPS Trust Policy Highlights:

The Trust Policy confirms the School Board's commitment to providing a safe and welcoming space for all students and their families by aligning FCPS with Fairfax County's Public Trust and Confidentiality Policy to ensure that FCPS students and families can access FCPS benefits and services without fear that information will be disclosed, directly or indirectly, to federal immigration officials.

Components	FCPS Employees & Administrators Responsibilities
<p>Maintain Confidentiality</p>	<p>All Employees:</p> <ul style="list-style-type: none"> ● Maintain confidentiality of all personally identifiable student and family information releasing only in accordance with relevant FCPS policies and the Family Educational Rights and Privacy Act ("FERPA") ● Do not collect or maintain any information on the citizenship or immigration status of students or their families ● Maintain confidentiality of all employee information, releasing only in accordance with Regulation 4220 or as otherwise required by law
<p>Create a safe and welcoming environment</p>	<p>All Employees:</p> <ul style="list-style-type: none"> ● Ensure that all students feel safe and welcome at school and foster their right to access resources without fear of repercussions ● Treat all students equitably in the delivery of all school services, including but not limited to, the free and reduced meals program, transportation, and educational instruction ● Ensure that all students and families see school as a welcoming and safe environment
<p>Coordinate with the Office of Division Counsel</p>	<p>All Employees:</p> <ul style="list-style-type: none"> ● Refer all requests by immigration enforcement officials or agents for information or records to the Office of Division Counsel for review ● Do not provide access to school sites without prior clearance from the Office of Division Counsel
<p>Ensure common understanding</p>	<p>Administrators:</p> <ul style="list-style-type: none"> ● Ensure compliance and communicate expectations to staff and/or community partners, to include directives identifying the types of confidential information, including personally identifiable information, that may and may not be collected or disclosed ● Explain how data is collected, maintained, and protected in school-related investigations and for other purposes ● Address violations of this Policy by utilizing appropriate disciplinary actions ● Advise students and families that while School Resource Officers (SROs) do conduct criminal investigations, they shall not become involved in routine school discipline matters, and explain how this data is collected, maintained, and protected in school-related investigations for disciplinary matters, SRO criminal investigation, and for other purposes ● Provide training and/or expressly share pertinent information with staff, internal stakeholders, parent-led organizations (such as PTAs, PTOs, boosters), and other parent and community groups who might have access to personally identifiable information

As an FCPS employee, we each have a role and share a collective responsibility in abiding by the Trust Policy and fulfilling the responsibilities described.