

NONDISCRIMINATION

The Albemarle County School Board is committed to nondiscrimination with regard to protected classes as outlined in Albemarle County School Board Policies GB, *Equal Employment Opportunity* and JB, *Equal Educational Opportunities*. This commitment will prevail in all of its policies and practices concerning staff, students, educational programs and services, and individuals and entities with whom the Board does business.

The Board and staff shall promote good human relations by prohibiting discrimination in employment and personnel matters, in location and use of facilities, and in educational offerings and instructional materials.

The Board and staff shall work with other institutions and agencies to develop improved human relations in the schools and to make channels available through which citizens can communicate their human relations concerns to the Board and its employees.

Accordingly, the Board has designated the Director of Human Resources to receive all complaints and inquiries regarding the nondiscrimination provisions of Titles VI and VII of the Civil Rights Act of 1964, as amended, Title IX of the Education Amendments of 1972, the Age Discrimination Act, the Age Discrimination in Employment Act, Title II of the Americans with Disabilities Act, and Section 504 of the Rehabilitation Act of 1973 with respect to any employment issues. The Board has designated the Director of Special Education to receive all complaints and inquiries regarding the nondiscrimination provisions of Section 504 of the Rehabilitation Act of 1973 with respect to any student issues. All students and employees will be notified of the names, office addresses, and telephone numbers of the designees on a yearly basis through appropriate school and school division publications.

Adopted: July 1, 1993
 Amended: March 24, 1997; October 22, 2009; August 8, 2013; January 28, 2016
 Reviewed: December 11, 2003

Cross Refs.: GBA, Equal Employment Opportunity
 GBAA, Harassment
 JFH, Student Complaints and Grievances

Legal Refs.:
 20 U.S.C. §§1681-1688
 29 U.S.C. §794
 42 U.S.C. §§2000d-2000d-7, 2000e-2000e-17, 2000ff-1
 34 C.F.R. 106.9

Constitution of Virginia, article I, section 11

Code of Virginia, 1950, as amended, §§2.2-3900, 2.2-3901, 2.2-3902

NONDISCRIMINATION GUIDELINES

In compliance with Executive Order 11246, as amended, Title II of the Education Amendments of 1976, Title VI of the Civil Rights Act of 1964, as amended, Title IX Regulation Implementing Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and all other federal, state, school rules, laws, regulations, and policies, the Albemarle County School Division shall not discriminate on the basis of sex, gender, race, color, national origin, disability, religion, ancestry, age, marital status, genetic information or any other characteristic protected by law in the educational programs or activities which it operates.

It is the intent of the Albemarle County Public Schools to comply with both the letter and spirit of the law in making certain discrimination does not exist in its policies, regulations, and operations. Grievance procedures for Title IX and Section 504 have been established for students, their parents, and employees who feel discrimination has been shown.

All students attending Albemarle County Public Schools may participate in educational programs and activities including but not limited to health, physical education, music, vocational and technical education (homemaking and consumer education, trade and industrial education, business and office education, etc.) regardless of sex, gender, race, color, national origin, disability, religion, ancestry, age, marital status, genetic information or any other characteristic protected by law.

RESOLUTION ON ANTI-DISCRIMINATION

The Albemarle County School Board is dedicated to providing an educational climate in all schools free from discrimination of all kinds, including, but not limited to, discrimination on the basis of sex, gender, race, color, national origin, disability, religion, ancestry, age, marital status, genetic information or any other characteristic protected by law.

While current state and federal law does not recognize sexual orientation* as a protected category in employment, the Albemarle County School Board believes that the principle of nondiscrimination should apply to the operation of schools and education of all students in Albemarle County.

Adopted: December 13, 2001
Reviewed: December 11, 2003

* Definition of Sexual Orientation: One's attraction to the same sex, opposite sex or both sexes, real or perceived. This definition is intended to describe the status of persons and does not render lawful any conduct prohibited by the laws of the Commonwealth of Virginia.