

FOUNDATIONS AND BASIC COMMITMENTS

File: AC-R

NONDISCRIMINATION

All employees or representatives of Charlottesville City Schools shall adhere to the Nondiscrimination Policy (AC) as approved by the School Board.

1. All employee and student recruitment materials, publications and procedures shall provide the following statement assuring that no student, staff member or member of the public is discriminated against based on sex, gender, race, color, national origin, disability, religion, ancestry, age, marital or veteran's status, physical or mental genetic information, sexual orientation, gender identity or expression, or any classification protected by applicable law.

Charlottesville City Schools does not discriminate on the basis of sex, gender, race, color, national origin, disability, religion, ancestry, age, marital or veteran's status, physical or mental genetic information, sexual orientation, gender identity or expression, or any classification protected by applicable law in its programs or activities

The Director of Human Resources shall act as the Compliance Officer for discrimination issues regarding employees and the general public under Title IX.

The Director of Student Services shall act as the Compliance Office for discrimination issues regarding students under Title IX and Section 504 of Rehabilitative Act of 1973. Both compliance officers may be contacted at the Administrative Offices of Charlottesville City Schools, 1562 Dairy Road, Charlottesville, VA. 22901. The phone number is 434-245-2400.

2. The Director of Human Resources shall act as the Compliance Officer for discrimination issues regarding employees and the general public under Title IX.
3. The Director of Student Services shall act as the Compliance Office for discrimination issues regarding students under Title IX and Section 504 of Rehabilitative Act of 1973.
4. Both compliance officers may be contacted at the Administrative Offices of Charlottesville City Schools, 1562 Dairy Road, Charlottesville, VA. 22901. The phone number is 434-245-2400.
5. Alternate compliance officers will be identified and will be displayed in Regulation GB for employment issues and JB for student issues.
6. Any person who has been the subject of a discrimination action should contact one of the Compliance Officers.
7. If one of the Compliance Officers is the cause of the alleged discrimination, the person should contact the Superintendent of Schools at the same address.
8. If the Superintendent is the cause of the alleged discrimination, the person should contact the Chair of the Charlottesville City School Board. The subject of the alleged discrimination should contact the School Board Clerk at the Administrative Offices of the Charlottesville City Schools, 1562 Dairy Road, Charlottesville, VA. 22901. The phone number is 434-245-2400. The Clerk will receive the name and number of the person calling and provide the contact information for the Board Chair. The Board Chair's contact information will also be provided on the Charlottesville City Schools webpage under the School Board Section.
9. Investigation/grievance procedures for a discrimination claim will be located in the Regulation GB and the Employee Handbook for claims against employees and in Regulation JB, Student Handbooks and the Section 504 Manual for claims involving students.

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Legal References: 20 U.S.C. sections 1400 et seq., 1681 et seq.
29 U.S.C. sections 621 et seq., 794.
42 U.S.C. sections 2000 et seq., 12101 et seq.
45 CFR Parts 81, 86

Executive Order 11246, as amended by Executive Orders 11375,
11478, and 12086.

Cross References.: GB/JB Equal Employment Opportunity/Nondiscrimination
GBA/JFHA Sexual Harassment/Harassment Based on Race,
National Origin, Disability and Religion