

Hampton City Schools Policy Manual

Book: Hampton City Schools Policy Manual
Section: G - Human Resources
Title: EQUAL OPPORTUNITY EMPLOYER
Code: GBA
Status: Active
Legal: Code of Virginia, as amended, § 51.5-1
20 U.S.C. § 1681 et seq.
29 U.S.C. §701
42 U.S.C. §§ 6101 et seq., 2000e-2 et seq., and 12101 et seq.

Last Revised: September 1, 2021

I. Policy Statement

The School Board of the City of Hampton is committed to nondiscrimination with regard to race, color, religion, national origin, sex, sexual orientation, gender, gender identity, age, disability, ancestry, marital status, pregnancy, child birth or related medical conditions, military status, genetic information, or other characteristic protected by law in its programs, activities and employment practices. This commitment prevails in all of its policies and practices concerning staff, students, educational programs and services, and individuals and entities with which the Board does business and prohibits retaliation against individuals who take action to assert the rights of parents, students, staff and others to be free from discrimination. Personnel decisions are based on merit and the ability to perform the essential functions of the job, with or without reasonable accommodation.

The School Board provides facilities, programs and activities that are accessible, usable and available to qualified persons with disabilities. Further, the School Board does not discriminate against qualified persons with disabilities in the provision of health, welfare and other social services.

The statement "The School Board of the City of Hampton is an equal opportunity employer" is placed on employment applications and on printed recruitment materials.

II. Notice of Policy/Prevention

The fact that the School Board of the City of Hampton is an equal opportunity employer is: (1) posted in prominent areas of each school division building and on the division website; (2) included in employee handbooks; and (3) provided to any employee or candidate for employment upon request. Training to prevent discrimination is included in employee orientations and in-service training.

The School Board designates the Executive Director of Human Resources as the Compliance Officer responsible for identifying, preventing and remedying discrimination as well as receiving complaints under this Policy. The name and contact information for the Compliance Officer is posted on the Division's website at all times. The Compliance Officer may be contacted at hcs-complianceofficer@hampton.k12.va.us. An Alternate Compliance Officer, as needed, may be designated by the Superintendent. All employees are notified annually of the names and contact information of the Compliance Officer.

III. Retaliation

Retaliation against employees who report discrimination or participate in the related proceedings is prohibited. The Division will take appropriate action against any employee who retaliates against another employee or candidate for employment who reports alleged discrimination or participates in related proceedings.

IV. Right to Alternative Complaint Procedure

Nothing in this policy will deny the right of any individual to pursue other avenues of recourse to address concerns relating to prohibited discrimination including initiating civil action, filing a complaint with outside agencies or seeking redress under state or federal law.

V. False Charges

Employees who make false charges of discrimination are subject to disciplinary action.

Revised:

7/1/1992, 11/4/09, 12/15/10, 10/17/12, 4/17/13, 9/16/15, 3/9/16, 11/4/20, 9/1/2021

CROSS REFS.:

AC - NONDISCRIMINATION

GBA-R – EQUAL EMPLOYMENT OPPORTUNITY/NONDISCRIMINATION COMPLAINT
PROCEDURE

GBAB – DISCRIMINATORY HARASSMENT/RETALIATION

GBAB-R - DISCRIMINATORY HARASSMENT/RETALIATION – COMPLAINT PROCEDURE