

**NONDISCRIMINATION
EQUAL EMPLOYMENT OPPORTUNITY
ANTI-RETALIATION**

PURPOSE: To set forth the division's policy on nondiscrimination, equal employment opportunity~~yies~~, and anti-retaliation

NONDISCRIMINATION

The board does not unlawfully discriminate against any person on the basis of ~~race, sex, age, color, religion, national origin, political affiliation, or disability~~ race, color, national origin, political affiliation, religion, sex, pregnancy, childbirth or related medical conditions, marital status, mental or physical disability, age, genetic information, sexual orientation, gender identity, or any other characteristic prohibited by state and/or federal law. This policy covers all programs, services, policies, and procedures of Stafford County Public Schools, including all educational programs, admission to such programs, activities, and employment.

Equal Opportunity for an Equitable, Safe, and Inclusive Employment Environment

The board is committed to providing for an equitable, safe, and inclusive working environment for our staff. The board affirms a commitment to this principle for all persons regardless of race, color, national origin, political affiliation, religion, sex, pregnancy, childbirth or related medical conditions, marital status, disability, age, genetic information, sexual orientation and gender identity. It is the intent of the School Board of Stafford County that every policy, practice, regulation, and procedure shall reflect this commitment. Behavior that is not unlawful may nevertheless be unacceptable for the workplace. Demeaning or otherwise harmful actions are prohibited.

The board is an Equal Opportunity Employer committed to nondiscrimination in recruitment, selection, hiring, pay, promotion, retention or any other personnel action affecting any of its employees or candidates for employment. Employment decisions are based on merit and the ability to perform the essential functions of the job. ~~with or without reasonable accommodation.~~ Reasonable accommodations to qualified individuals with disabilities will be provided in all aspects of the application and employment process.

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Equal Employment Opportunity

~~The board is an Equal Opportunity Employer, committed to nondiscrimination in recruitment, selection, hiring, pay, promotion, or any other personnel action affecting any of its employees.~~

~~No present or prospective employee shall be discriminated against because of race, sex, age, color, religion, national origin, political affiliation or disability. Qualified candidates will be recruited, selected and employed by the division without discrimination in any employment practice.~~

~~Discrimination and personnel actions on the basis of race, sex, age, color, religion, national origin, political affiliation, or disability are prohibited.~~

~~All personnel actions shall be consistent with this policy.~~

~~The superintendent/designee shall be responsible for developing a plan that implements the intent of the board.~~

Upward Mobility and Training

The board assures all employees ~~have~~^{of} the same opportunity~~ies~~ for upward mobility within the division. All such movement within that division shall be based solely upon the employee's qualifications, performance, ability to assume a higher position, the availability of an opening at an advanced level, and the willingness of the employee to accept greater responsibility.

Supervisory personnel shall adhere to this policy and shall be informed of their responsibilities in the areas of human relations and equal employment opportunity requirements.

All employees shall be encouraged to grow in their assigned positions and to take advantage of educational opportunities for growth afforded to all personnel.

Evaluation and Review

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The superintendent/designee shall be responsible for developing a plan that implements the intent of the board as set forth in this policy and ensuring that it is reviewed periodically. Such plan shall be shared with the board for input and review.

~~The superintendent/designee shall ensure that the goals, objectives and effectiveness of the affirmative action plan are monitored and are evaluated periodically in accordance with evaluation process developed pursuant to the standards of quality.~~

Anti-Retaliation

It shall be an unlawful discriminatory practice to intimidate, threaten, coerce, discriminate against, interfere with, restrain, retaliate or take adverse employment action against any applicant or employee (current or former):

- (i) who in good faith and with honest, reasonable and non-malicious intent makes a report regarding potential violations of any federal law/regulation, state law/regulation, or board policy/regulation; or
- (ii) in the exercise or enjoyment of, or on account of having exercised or enjoyed, or on account of having aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by any federal law/regulation, state law/regulation or board policy/regulation.

The board prohibits discrimination against an applicant or employee (current or former) because he has opposed an unlawful employment practice or because he has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing protected under any federal law/regulation, state law/regulation or board policy/regulation.

It shall be an unlawful discriminatory practice for any applicant or employee (current or former) to cause or coerce, or attempt to cause or coerce, directly or indirectly, another applicant or employee (current or former) in order to prevent him from complying with the provisions of any federal law/regulation, state law/regulation or board policy/regulation.

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Retaliation includes, but is not limited to, adverse job actions such as termination or suspension; failure to hire or consider for hire; denial of any benefit or training; reduction of salary or decrease in hours; or change in or transfer to a lesser position.

The board does not consider conduct in violation of this policy to be within the course and scope of employment and does not sanction such conduct by an employee.

Individuals who violate this policy will be subject to the appropriate and applicable disciplinary process, up to and including termination.

06/24/08 Adopted
03/10/09 Edited (by Superintendent)
06/14/11 Amended
XX/XX/19 Amended

Legal Refs.: ~~20 USC §1400 et seq.~~; 29 USC §§621-634; 42 USC §12101-12213; 42 USC §2000e, et seq.; 29 CFR§ 1620.1, et seq.; Title VII of Civil Rights Act of 1964, as amended; ~~42 USC §215(a)(3); 42 USC §2000ff et seq.~~; 29 USC §660(c)(1); 29 USC §2615; 42 USC §1982; 42 USC §1981, 20 U.S.C. § 1681 et seq.