

**PURPOSE: To set forth the division's nondiscrimination and equal educational opportunity policy as it pertains to students**

### **NONDISCRIMINATION**

The board does not unlawfully discriminate against any person on the basis of 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 Learning Environment**

The board is committed to providing for an equitable, safe, and inclusive learning environment for our students. No student shall be denied equal access to programs, activities, services or benefits or be limited in the exercise of any right, privilege or advantage based on 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. Educational programs shall be designed to meet the varying needs of all students. 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 learning environment. Demeaning or otherwise harmful actions are prohibited.

### **Evaluation and Review**

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.

XX/XX/19 Adopted

**NONDISCRIMINATION**  
**EQUAL EDUCATIONAL OPPORTUNITY**

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Cross-Reference: School Board Policy 2402 (Student Services-Sexual Harassment/Harassment Based on Race, National Origin, Disability and Religion)

Legal Refs: 20 U.S.C. §§ 1681-1688; 29 U.S.C. § 794; 42 U.S.C. §§ 2000d-2000d-7; 34 C.F.R. part 106; Section 504 of the Rehabilitation Act, as amended; Americans with Disabilities Act