

# Hampton City Schools Policy Manual

Book: Hampton City Schools Policy Manual  
Section: A – Foundations and Basic Commitment  
Title: NONDISCRIMINATION  
Number: AC  
Status: Active  
Legal: Code of Virginia, as amended, § 2.2-3900  
Code of Virginia, as amended, § 2.2-3901  
Code of Virginia, as amended, § 2.2-3902  
20 U.S.C. §§ 1681-1688  
29 U.S.C. section 794  
42 U.S.C. sections 2000d-2000d-7, 2000e-2000e-17, 2000ff-1  
34 C.F.R. 106.9  
  
Constitution of Virginia, article I, section 11  
Adopted: March 1, 1986  
Last Revised: September 1, 2021

## Policy Detail

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 and provides equal access to the Boy Scouts and other designated youth groups. 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.

Adopted:  
3/1/1986

Revised:  
7/1/1992, 1/19/1994, 5/7/2003, 3/10/2010, 4/17/2013, 12/4/2013, 3/9/2016, 11/6/2019,  
12/2/2020, 9/1/2021

### CROSS REFS.:

AD - PHILOSOPHY OF THE HAMPTON SCHOOL DIVISION  
FECBB – ACCOMMODATIONS FOR THE DISABLED  
GB – GENERAL HUMAN RESOURCES POLICIES  
GBA - EQUAL OPPORTUNITY EMPLOYER  
GBAB – DISCRIMINATORY HARASSMENT / RETALIATION

GBAB-R - DISCRIMINATORY HARASSMENT / RETALIATION – COMPLAINT  
PROCEDURE  
JB - EQUAL EDUCATIONAL OPPORTUNITIES  
JBAA – SECTION 504 NONDISCRIMINATION POLICY AND GRIEVANCE  
PROCEDURES  
JHGB – STUDENT SEXUAL HARASSMENT