

# **HAMPTON CITY SCHOOLS**

## **NONDISCRIMINATION/NONRETALIATION NOTICE**

As stated in School Board Policy AC, Hampton City Schools (“HCS”) does not discriminate on the basis of race, color, religion, national origin, sex, gender, age, disability or other protected class in its programs, activities and employment practices and provides equal access to the Boy Scouts and other designated youth groups. HCS also prohibits retaliation for the purpose of interfering with a person’s rights and/or privileges under federal civil rights laws, including Section 504 of the Rehabilitation Act of 1973 and Title IX of the Education Amendments of 1972. This prohibition includes retaliation against an individual who engages in an activity protected by federal law, which can include: (i) raising concerns with Division personnel about a civil rights violation; (ii) asserting a right or advocating for the rights of a student or employee under federal civil rights laws; or (iii) participating in a complaint investigation or related proceedings.

All individuals are encouraged to promptly report any incident they believe to be discrimination, harassment or retaliation in violation of HCS School Board Policy. All reports should be made to the HCS Compliance Officer, who also serves as the HCS Executive Director of Human Resources. Upon receiving a report of alleged discrimination, harassment or retaliation, the Compliance Officer shall promptly authorize an investigation into the complaint, determine whether the alleged act occurred, and determine whether any action must be taken to end or prevent further harassment, discrimination, or retaliation. For more information about this process, please review School Board Policy GBAB-R.

Should you have any questions about these procedures or the contents of this notice, please contact Hampton City Schools Compliance Officer at: One Franklin Street, Hampton, VA 23669 or (757) 727-2300.

Hampton City Schools does not discriminate on the basis of race, color, national origin, sex, disability, age or other protected classes in its employment practices, programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies:

Robbin G. Ruth, Executive Director of Human Resources  
One Franklin Street, Hampton, VA 23669, 757-727-2300