

## SECTION VII- PERSONNEL

### ARTICLE I GENERAL PROVISIONS

#### POLICY 7-1.1 EQUAL EMPLOYMENT OPPORTUNITY

##### **Policy Statement**

The School Board of the City of Richmond is an equal opportunity employer, committed to nondiscrimination in recruitment, selection, hiring, pay, promotion, retention, and other personnel action affecting employees and/or candidates for employment. Discrimination in employment against any person on the basis of race, color, religion, national origin, political affiliation, gender, age, marital status, sexual orientation, gender identity or disability is prohibited. The School Board also supports equal employment opportunities and treatment of all individuals regardless of gender expression. Personnel decisions shall be based on merit and the ability to perform the essential functions of the job, with or without reasonable accommodation, when necessary.

The School Board shall provide facilities, programs, and activities that are accessible, usable and available to qualified persons with disabilities. Further, the School Board shall not discriminate against qualified persons with disabilities in the provision of health, welfare and other social services in accordance with applicable state and federal law.

The statement, "The School Board of the City of Richmond is an equal opportunity employer," shall be placed on all job postings/notices and employment application forms and shall be disseminated throughout the Richmond Public Schools division through all delivery methods utilized by the school division.

##### **Notice of Policy/Prevention**

This policy shall be: (a) posted in prominent areas of each Richmond Public Schools building, (b) included in the administrative procedures manual, and (c) provided to any employee or candidate for employment upon request. Training to prevent prohibited discrimination should be provided with employee in-service training.

##### **Complaints**

Employees who believe that they have been discriminated against in violation of this policy may use the complaint procedure found in Policy 7-1.2. If an employee is covered by another grievance procedure, which applies, the employee may also elect to use that grievance procedure.

##### **Application**

This policy does not render lawful any conduct prohibited by the laws of the Commonwealth of Virginia.

**LEGAL REFERENCE:** 20 U.S.C. § 1681 et seq.; 29 U.S.C. § 701; 42 U.S.C. §§ 6101 et seq., 2000 e-2 et seq. and 12101 et seq; Code of Virginia, 1950 as amended, §§ 2.2-3900, 2.2-3901, 2.2-3902.

Adopted December 5, 2011  
Revised/Adopted June 16, 2014  
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